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S E C R E T EYES ONLY

2 0 OCT 1976

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board

FROM : Raymond A. Warren

Chief, Latin America Division

SUBJECT: Recommendation for Promotion to

Grade GS-13, Daniel Flores

1. Mr. Daniel Flores was recently assigned to OTR as an operations instructor to capitalize on his fine operational record which he developed during his two field assignments in and his most recent operational assignment with LA/COG. His overall performance has clearly been characterized by exceptional proficiency and he has been rated by his most recent supervisor as "outstanding" for his handling of a sensitive ______ case and his development and pursuit of ______ operational leads. Mr. Flores has definite growth potential and clearly meets or exceeds the criteria for promotion to Grade GS-13, a promotion which is most strongly recommended.

- 3. Mr. Flores has shown a remarkable growth potential during the last year. He is determined, persistent, serious, and commendably aggressive. He is mature, self-assured, and his operational decisions are sound. His managerial skills are in keeping with his operational potential. He was often called

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upon in the last twelve months to act as Chief of his section, a GS-14 position. He demonstrated sound leadership qualities by stimulating interest and enthusiasm in his staff. His operational programs were aggressive and imaginative. Mr. Flores' supervisory talents combined with his excellent professional skills portend a continuing and successful career in this Agency.

- While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, devoloping access to and eventually pitching a _____ who was the _____ in a ____ pitching a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to during this period than any other lof LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY travel since he was on call to meet his asset anytime, any place whenever the agent [In addition to these travels, Mr. Flores did a lot of traveling seeking out and debriefing potential access agents. During this last year he clearly demonstrated his ability to function independently and to assume responsibilities usually reserved for officers much more senior in grade and experience.
- 5. Mr. Flores was assigned in July 1976 to OTR on a two-year rotational assignment as an operations instructor. Upon completion of this assignment, Mr. Flores will return to this Division to assume responsibilities, either at Headquarters or in the field, commensurate with his demonstrated operational and managerial talents. In recognition of Mr. Flores' outstanding agent handling skills, his overall professional competency, and his obvious growth potential, it is strongly recommended that Mr. Flores be promoted to Grade GS-13.

Raymond A. Warren

S E C R E T EYES ONLY

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21 September 1976

MEMORANDUM FOR: Chief, OTR/LTD

FROM

Walter R. Cox

Chief, ALT Unit

SUBJECT

Completion of Training Report

Trainee: Daniel Flores
Training Program:

1. For your information and for documentation in Daniel Flores' official personnel file, this memorandum certifies that he received the five-day SAI Persuasion Skills course at an NOCB in Arlington, Virginia, between 11 and 17 August 1976. The instructor was Mr. George Steitz.

- 2. Briefly, the SAI course is a program in human relations and communications effectiveness on the interpersonal level. It provides the trainee with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.
- 3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.

Walter R. Cox

Originated by:
George W. Steitz

E-2 Impdet. Classified by 024097,

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MR/ALT Staff

Trained: Mr. Daniel Flores Instructor: Mr. Steitz August 1976

To assist us in making decisions about future SAI training or application, your answers to the following questions will be most appreciated,

- 1. Do you feel SAI training was helpful to you? (If you choose to do so, please explain why or how.) This course was extremely useful to re. One of the main features of the course how to percieve the others persons objectives before your cwn was of particular interest because, as an instructor it will be one of the main tools I will use in evaluating the level of understanding of each traines. This experience will also be very helpful to me in my career as a case officer. I can think of several instance where SAI could have helped me turn several failures (recruitment pitches) into successes.
- 2. Did SAI training provide you with any concepts or tools which can be applied in a practical way to your work problems? To your personal life? Any examples you care to mention?

The benefits that this course will provide for me in my job as an instructor are clear. I am absolutely certain that putting the SAI concept into practice will bring forth not only self satisfication but career benefits as well. This will also be very helpful to me in my personal life. I can see now that some of the concepts will be put to work immediately.

- The greatest revelation from an operation point of view, was the clarification of perhaps an erroneous idea we have about obtaining our intelligence objectives. I always operated under the belief that the most important thing in my work was to attain my objectives, i.e. the recruitment of an agent. SAI revealed that this is true but it also revealed that it is more important to first considered the target's (agent's) objectives. Once we do this our chances (in my opinion after taking SAI) success would probably increase by at least 90 per cent. If I were to stress one point it would be that more emphasis be placed on dealing with the target's rather than the CO's objectives.
- I am sure that kany people would be recovereded for this training and that all would benefit for, it. However, I would strongly recovered that personnel officers be given SAI a. a preroquisite to their the would certainly help ther in dealing with large numbers of different people.

5. What other components or categories of personnel do you believe would benefit from SAI training to a degree making it worthwhile for them to receive it?

- 6. Please comment, if you have any definite opinion, on the duration and pace of the training: too long/short? too fast/slow?

 The pace of the course was exellent. However, adding one or two more days would certainly help in putting the SAI concepts into practice by the trainee himself. That is, perhaps a live excercise with a person who is not sware of the training situation. A trainee could be takked to elicit information from an unwitting participant. The use of videotapes and/or movies would help in testing the trainees perceptiveness through the course.
- 7. Any other comments you may wish to make:

A brief comment about the instructor. He was definitely responsible for the success of the course. Mr. Steitz showed excellent knowledge of the SAI material and throughout the course kept the student's interest alive z by showing tremendous enthusiasm in what he was teaching. The end result of the professionalism that Mr. Steitz demonstrated in the class is reflected in the comments stated here and in the confidence he instilled in me personally.

8. On a scale of 1 to 5, how would you rate SAI training in relation to other training you have received from the Agency? Please encircle applicable number:

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MEMORANDUM FOR: Secretary, CSCS Panel A

SUBJECT

Recommendation for Propotion to Grade

GS-11, Daniel Flores

1. It is recommended that Mr. Daniel Flores be premoted from GS-10 to GS-11.

- 2. Mr. Flores is 36 years old and joined the Agency in March 1962. He has successively been a file clerk, translator, intelligence assistant, career trainee and operations officer. We worked part time for several years so that he could obtain his BA degree from American University. This he did in 1967 with his specialty being Latin American Affairs.
- 3. Hr. Flores, who is bilingual in English and Spanish, has just completed his first everseas tour as an operations efficer in Guayaquil, Ecuador. It is on the basis of his very fine performance during this tour that this promotion request is based. Also as a result of his record in Guayaquil, he has been assigned to Lima Station as an operations officer in a position which is rated as GS-13.

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4. The Chief of Base, Gunyac	puil, and the Chief of Station	
Quito, both have rated 'Ir. Flores	as "Strong" in his fitness	
reports and both have stated that	his performance in Guayaquil	
merited a Quality Step Increase.	This QSI request is currently	1
heing processed and is based on th	ie outstanding job Mr. Flores	
did in connection with a very sens	sitive operation.	
lic planned the as	spects, supervised the instal-	
lation, located the	recruited the	
and processed all the in	itelligence which was produced	•
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tently high quality and the operat	tion has been described by the	
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5. By his performance in Guayaquil, Mr. Flores has demonstrated that he has found his proper role as an operations officer and that he has potential for growth in this area of endeavor. WH Division strongly recommends that he be promoted to GS-11.

hilliam V. Brogon Chief Western Eemisphere Dyvision

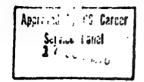
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MEHORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Recommendation for Promotion to Grade 65-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-9 to GS-10. Mr. Flores has been in his present grade since April 1969.

2. Mr. Flores joined the Agency in 1962. Initially he was employed on a part-time basis in the Mi Division while attending American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the MI Division, he was selected for assignment as an operations officer at the Base, where he arrived in May 1969.

3. Mr. Flores has made a most impressive beginning in the has adapted to new tasks and a new environment with a mature assurance and a professional approach. Shortly after arrival in the Base was temporarily depleted of other officers. Mr. Flores carried out the duties of acting Chief of Base in a most commendable manner. His fluency in Spanish and his Latin background have been definite assets in the performance of his duties. His performance to date has demonstrated that he handles his agents securely and productively. Both Mr. Flores and his wife have been well accepted within the local community and they carry out their representational duties very effectively.

4. Mr. Flores has proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level higher than his present grade and a prometion at this time is strongly recommended.

Ailliam V. Broe
Chief
hestern Healsphere Division

S. L. C. R. L. T.

MADERY STO Bloke SECRET Chief, WI Division Chief of Statton, Quite 1204 SUBJECT Prorotten for C ADMINISTRATIVE/PERSONNERS Richitat Oracesta Eculy Approved by CS Career ACTION REQUIRED: See Below Service Panel 17 JUL 19/0 During the visit of the Chief, WHD to the Base lant November 1969 he mentioned to the COS, Quito and the COB that the promotion for (from GS-9 to GS-10) 200210 be forthcoming; he whoo said this to the during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel If this assumption is not correct, however, and some further action by the Base is necessary in addition to: the recommendation contained in Flores last Fitness Report, the COB would appreciate being aivised. Distribution: Lorig. & 2 - C/WID) 2 - COS, Quito " " 1 MANEL 10 LEVER CON KINSE AT A COL DATE HEGT-1474 26 May 1970 CASSALLA RYELT

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CONFIDENTIAL

26 October 1967

MEMORANDUM FOR: Daniel Plores

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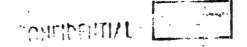
: Executive Secretary CSCT Selection Board

Subject

: Application for Career Training Program

- 1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B. PREESAN Chief, CTP



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MEMORANDUM FOR: Secretary CSCS Panel, Section D

SUBJECT

Recommendation for the Promotion of Mr. Daniel Flores From GS-05 to GS-06.

- 1. Mr. Flores has been working in WH/COG and its predecessor groups since 1963. His fitness reports have been consistently good and the comments of his supervisors laudatory. In mid-1965 Mr. Flores was changed from full-time to part-time staff employee in order to allow him to attend American University on a full-time basis. His course of study leads to a Bachelor's Degree in Political Science with emphasis in Latin American affairs. Mr. Flores has made the Dean's List the past two semesters and will receive his degree in August 1967.
- 2. Throughout his career Mr. Flores has shown himself to be a strongly motivated employee, willing and capable. The calibre of his performance has been consistently good and he has shown steady improvement as he acquired the skills and knowledge of intelligence business. He is reliable and conscientious and we have good reason to expect that he will develop into a very competent operations officer. He will apply for the CT program in September and his application will be wholeheartedly supported by WH/COG.
- In WII/COG Mr. Flores has served as an Intelligence Assistant in support of CI operations. In addition he has assisted in the training of agents in communications. Mr. Flores is bi-lingual - Spanish and English - and is adept as an operational Translator-Interpreter.
- 4. Mr. Flores was promoted to GS-05 on 16 March 1964. He has been performing duties at GS-06 level for the past two years and it is sincerely recommended that he be promoted . promptly to GS-06.

Chief

Western Hemisphere Division

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9 September 1966

MEMORANDUM FOR: Mr. Daniel Flores

THROUGH : Head 65 CS Career Service

SUBJECT: Notification of Non-eligibility for Designation as a

Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the System, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the System may be designated participants as soon as possible.

- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. This in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that your read paragraph e of NR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the date of this memorandum.

Emmett D. Echols

Director of Personnel

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CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

17 JAN 1966

Claimant: Daniel Flores File No.: 7000438

Mr. Wilfred J. Harren Chief of Section Division of Claims Services Bureau of Employees' Commensation Washington, D. C. 20211

Dear Mr. Harren:

Reference is made to Subject's claim for benefits of the Federal Employees' Compensation Act.

Enclosed is additional information submitted by claimant.

If we may be of further assistance in this matter, please so advise.

Very truly yours;

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B. DeFelice Office of Personnel

Enclosures:

As stated

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6 January 1965

MEMORANDUM FOR: Chief, CSPO

SUBJECT

Conversion to Part-Time Staff Employment

Mr. Daniel Flores

Ar. Daniel Flores is an Intelligence Assistant, GS-07, assigned to the CI Staff of WH/SA. He is currently pursuing a program of studies in Government at the American University with special concentration on Latin American Affairs. To complete the major portion of his remaining requirements for the bachelor's degree, he is planning to attend the University full-time for a year. Any requirements still outstanding at the end of that period would be completed at night.

2. The en	ployee's duties in the CI Staff involves the
translation of	messages received from and sent to
	assisting in the training ofin and
	procedures, and miscellaneous support functions
in the CI Branc	h. He has proved invaluable because he has native
fluency in ever	y-day Spanish and is familiar with and commun-
ication techniq	ues, problems, and training procedures. In addi-
tion to Mr. Flo	res'utility for such cases as may arise in the
future, he is n	ersonally acquainted with of the
now in place	and with the numerous problems which constantly
arise in their	

3. In view of the need for Mr. Plores' services, the Chief, CI Staff, has asked the employee if he would be willing to continue in his present capacity on a part-time basis. The employee has indicated that he would accept such an arrangement. It is accordingly requested that WH/SA be permitted to convert him from a full-time staff employee to one employed on a part-time, regular tour of duty basis. Subject would be utilized for a total of 18 hours per week, the maximum time that his school program will permit him to devote to Agency duties.

Robert D. Cashman C/BH/Personnel

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19 December 1963

MEMORANDUM FOR: Clandestine Services.

Career Services Panel

SUBJECT : Mr. Daniel Flores -

Recommendation for Promotion

1. Mr. Flores has been with the Agency for about eighteen (18) months and has been a member of SAS since June 1963. During the six (6) months he has been with SAS he has demonstrated intelligence and initiative. In addition to his fulfilling his primary responsibility as a translator, he quickly picked up the knowledge and experience necessary for an Intelligence Assistant in the Operations Support Section. His duties and responsibilities accordingly have been broadened. He has demonstrated ability to function independently as a member of the Operations Support Staff. He is cooperative and has maintaned a cheerful disposition under presure and through many late hours and weekends of duty.

2. In view of his excellent performance in SAS, his intelligence and ability, and his growth potential for a career in CIA, I strongly recommend that he be promoted to GS-5 as soon as possible.

JOHN K. KING Chief, SAS/Intel

APPROVAL RECOMMENDED

DESMOND FITZGERALD Chief, Special Affairs Staff

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14 February 1962

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$4040.00 per annum, as Clerk.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the eath of office, signing a loyalty affidavit, participating in a final security interview. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please dial 351-2781 and ask for Mrs. Shirley Wells, as soon as possible, in order to arrange an entrance-on-duty date. We would appreciate your selecting a Monday.

Please report to the Receptionist at 1016 - 16th Street, N. W., Room 201 at 8:15 a.m. and ask for Mrs. Wells on the reporting for duty date that you establish with this office. This address is located on 16th Street between K and L Streets opposite Hotel Statler.

Your gross earnings will be subject to deductions for Federal income tax and 6 1/2 percent for the United States Civil Service Retirement Fund. In addition, the benefits of low-cost group life insurance, which will be discussed with you at the time of your entrance on duty, are available to Federal civilian employees. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. Wells will be glad to discuss them with you when you call.

Very truly yours,

E. D. Echols Director of Personnel

OP/Corres/mjt File sent to: Shirley Wells

26 January 1962

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Processing of your application for employment with this Agency is continuing. Please advise us if any circumstance should arise which might affect your interest in a position with us.

Your continued interest and patience are approclaims.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/sjm File sent to:Wells 20 October 1961

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington B, D. C.

Dear Mr. Flores:

In connection with your application with this Agency, it will be necessary for you to come to our Medical Office in Contral Building, 2430 E Street, N. W., for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled by dialing 351-2781 and asking for Mrs. Shirley Wells.

Very truly yours,

E. D. Echois
Director of Personnel

OF/Corros/car
file sent to shirtey wells

12 October 1961

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Your application for employment with this Agency has been reviewed with interest and the processing of your case has been initiated for a full-time position on the 3:30 p.m. to 12:00 p.m. shift at Grade GS-4, salary \$4040.00 per annum, plus a ten percent night differential for the hours from 6:00 p.m. to 12:00 p.m., as Clerk.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If you cannot accept the position or if you have any questions concerning your application, you should write to Mrs. Shirley Wells.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your epoperation and patience during this waiting period.

Very truly yours,

A. D. Achole Director of Personnel

OP/Corres/car
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15 September 1961

Mr. Daniel Flores
Apastment 203
2826 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Appropriate members of our staff are reviewing your application for employment to determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, every effort will be made to reach an early decision. We will keep you as fully informed as possible regarding the status of your case.

Very truly yours,

E. D. Echola
Director of Personnel

OP/Corres-bt file sent to Mr. Washam

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REPORT OF INTERVIEW .	21 August 1961	gen info
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RI clerk 3:30-midnight	4	SET 3.2 - 33 - 84
Embassy duty in Peru and Boliva. His wife Dopt. of State. He appears to be a mature dark complexion and coloring. He is planned at C.U. and is available to work the #330 at the CB-L level was discussed in the intefirm in town; they have no children.	young man, clean cut, n ing to continue his coll midnight RI shift. A	eat apearance, ege education clerical position
. Accept	•	
Mr. Flores is in excellent health and had Known of nothing in his background that we shack. At initial interview he stated that after contacting his family in Texas it was born in Mexico and although she came to thus citizen.	uld be unfavorable in state the had no foreign comes determined that his state.	vent of reference nections, however, tep-mother was
Full clearance.		

Joy Cooney 85 - 61

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CONFIDENTIAL

CENTRAL INTELLIGENCE AGENCY

WASHINGTON 28. D. C.

Applicant Information Sheet No. 1

To all persons applying for employment with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

General Considerations:

- 1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
 - a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
 - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
 - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . . ;
 - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
 - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

- 2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

Statement of Understanding and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

SIGNED at Washington, D. C., this May of September, 1961.

(Signature of Applicant)

Daniel Flores

REPRODUCTION MASTERS

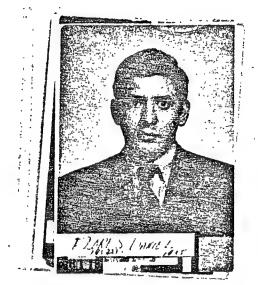
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EFFECTIVE DATE OF PAY ADJUSTMENT: ON OCTOBER 1978

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"FAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1549, AS AMENDED, AND DOL DIRECTIVE DATED B COTOBER 1962."

EFFECTIVE CATE OF PAY ACJUSTPENT: C9 OCTOBER 1577

NEW NAME ID NUMBER CRG. SCH-GR-STEP SALARY FLCRES CANIEL 0036130 GS. 13 1 \$26,022

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"PAY ADJUSTMENT IN ACCURDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CHOER IIBBS PURSUANT TO AUTHORITY OF DOLL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOLD DIRECTIVE CATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: 12 OCTUBER 1975

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EFFECTIVE DATE OF PAY ACJUSTMENT: 13 OCTOBER 1974

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EFFECTIVE DATE OF DESIGNATION: 31 MAY 1974.

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EFFECTIVE CATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

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PAY ACJUSTMENT IN ACCURDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVICED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OB OCTUBER 1962.

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EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

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EFFECTIVE DATE UP HAY ADJUSTMENTS 13 JULY 1969

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SALLEY

FLORES CANTEL

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11324 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962*

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME

NEW SALARY

FLORES DANIEL

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PPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE GROEF 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT DF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1968

NAME

OLD NEW SALARY DRGN. FUNDS GR-STEP

FLORES CANTEL

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OLD NEW SERIAL OPGN. FUNDS GP-STEP NAME SALARY SALARY FLORES DANIEL \$ 5.330 GS 05 3 036131

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AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS PAY CHANGE NOTIFICATION 9 61 560 (4-51)

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DL8: 5 FEB 65 When filled in NOTIFICATION OF PERSONNEL ACTION OCF 1. SERIAL NUMBER 2 RAME (LAST-FIRST-MIDDLE) 036130 FLORES DANIEL 3. HATURE OF PERSONNEL ACTION 4 EFFECTIVE DATE | 5 CATEGORY OF EMPLOYMENT PAY ADJUSTMENT TO PART TIME FROM FULL TIME 02 | 03| 65 PART TIME 7. COST CENTER NO. CHARGEABLE B. CSC OR OTHER LEGAL AUTHORITY A 10 A V TO CF 4. PUNDS CF 10 V CF TO CF 5235 1162 0000 50 USC 403 J F. ORGANIZATIONAL DESIGNATIONS 10. LOCATION OF OFFICIAL STATION DDP/SAS COUNTER-INTELLIGENCE STAFF OPERATIONS SECTION WASH., D. C. 11. POSITION TITLE 12 POSITION NUMBER 13. SERVICE DESIGNATION INTELLIGENCE ASST 1130 16. GRADE AND STEP 15. OCCUPATIONAL SERIES 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) 17. SALARY OR RATE GS 0301.28 05 2 5165 14. REMARKS SUBJECT TO WORK ON REGULARLY SCHEDULED TOUR NOT TO EXCEED 19 HOURS PER WEEK. SUBJECT WILL BE WORKING MONDAY THROUGH FRIDAY, FROM 1400 TO 1700. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 24. Hegen 25 DATE OF BIRTH 19 ACTION 20 CODE OFFICE CODING 22 STATION ; 23. INTEGREE 24. DATE OF GRADE 75013 28. -36 49150 | SAS 03 16164 03 16 64 03 | 04| 35 M. SPECIAL 20 RETIBEMENT DATA 31 SEPARATION | 32 CORRECTION, CANCELLATION DATA 33 SECURITY REFERENCE BATA (ODE 35 VET. PREFERENCE 36 SERV COMP DATE 37 LONG. COMP. DATE 38 CAREER CATEGORY FEGLI / HEALTH INSURANCE 60 SOCIAL SECURITY NO PRIVIOUS COVERNMENT SERVICE DATA 42 LEAVE CAT U FEOFRAL TAR DATA STATE TAR BATA 43. (008 FOR # # # # CU : # P CODE tone Badcatta 2 - BREAK IN BRAVICE (LESS THAN 3 YES) 3 - BREAK IN SERVICE (MORE THAN 3 YES) SIGNATURE OR OTHER AUTHENTICATIO SECRET

	NOTIFICATION OF PERSONNEL ACTION										
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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OUTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CRADE			Per A	nnum	Rate	s and	Steps			
GRADE -	1	2	3	4	5	1 6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5.330	5,495	5.660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6.450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS-8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
OS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8.710	8.980	9.250	9.520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9.535	9.830	10.125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11.315	11.670	12,025	12.380	12,735	13,090	13,445
OS-13										
GS-14	14.170	14.660	15.150	15.640	16.130	16.620	17.110	17.600	18.090	18,580
ÖS-15										
OS-16	18.935	19.590	20:245	20.900	21.555	22.210	22.865	23.520	24.175	
GS-17										
OS-18	24,500									

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336130 FLORES DAM	IEL		•	
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SECTION B			QUALIFICATIONS UPDATE	
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SECTION C		PER	FORMANCE EVALUATION	
MMarginal f	could range from or proposed in Se Performance is del	counseling, to furth	ng in this category requires inmediate and pasitive remedial action. The hature her training, to placing an probation, to reassignment as to reposition. Describe ects. The reasons for assigning this rating should be stated in Section O and re-	action taken
P— <u>Proficient</u> F	Performance is sai		results are being produced in the manner expected.	•
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ECTION E	CERTIFICATION AND CO	MMENTS	
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4. SECTION C - NARHATIVE COMMENTS.

SHORTLY BEFORE THE DEPARTURE OF THE FORMER COS, HE SUBMITTED A SPECIAL MEMORANDUM ON SUBJECT'S PERFORMANCE (SOTOZ) WHICH CONCENTRATED MOSTLY ON SUBJECT'S RESPONSTBILITIES IN THE CI FIELD. A COPY OF THIS MEMORANDUM IS AVAILABLE IN SUBJECT'S PERSONNEL FILE. THE UNDERSIGNED FULLY ENDORSES THE LAUDATORY COMMENTS IN THAT MEMORANDUM, BUT SINCE SUBJECT HAS TAKEN ON BROADER RESPONSIBILITIES, IT IS NECESSARY TO COMMENT ON OTHER ASPECTS OF HIS WORK.

FOR THE PAST MONTHS; SUBJECT HAS BEEN DIVIDING HIS TIME AROUT EQUALLY BETWEEN HIS CI RESPONSIBILITIES AND OTHER STATION OBJECTIVES, PRINCIPALLY THE TARGET. SUBJECT WAS GIVEN THESE ADDITIONAL DUTIES BECAUSE THE CI OPERATIONS GROUP IS WELL ORGANIZED AND REQUIRES LESS DIRECT C/O INPUT, AND ALSO BECAUSE OF THE NEED TO DEDICATE ALL AVAILABLE RESOURCES AGAINST THE TARGET. THIS STATION IS OF WITHIN THE DIRECTORATE WHICH MAVE BEEN SELECTED FOR A CONCENTRATED EFFORT AGAINST AND THIS TARGET NOW RANKS NUMBER ONE AMONG THE STATION'S MANY PRIORITY OBJECTIVES. SUBJECT'S PAST EXPERIENCE IN OPERATIONS, HIS ABILITY TO AS A IN THIS COUNTRY. AND HIS OTHER STRENGTHS, WERE THE INGREDIENTS WHICH THE STATION NEEDED TO EXPLOIT IN THIS EFFORT.

SUBJECT HAS TAKEN OVER THE PRINCIPAL STATION OPERATION DIRECTED AGAINST THIS WAS A FAIRLY NEW OPERATION AT THE TIME IT HAS ASSIGNED TO SUBJECT AND IT WILL MATURE UNDER HIS DIRECTION. FUR REASONS OF SENSITIVITY, A MORE DETAILED REVIEW OF SUBJECT'S WORK ON THIS OPERATION CANNOT BE PROVIDED, BUT THE HERORD SHOULD NUTE THAT DURING THE PAST THREE MONTHS, HE HAS HANDLED THIS OPERATION IN A THUROUGHLY PROFESSIONAL MANNER WITH STRADY PROGRESS BEING MADE TO FULLY EXPLOIT THE OPERATIONAL AND REPORTING PUTENTIAL. ALSO DURING THIS REPORTING PERIOD, SUBJECT RENEMED CONTACT THROUGH HIS OWN EFFORTS WITH A FORMER REPORTING ASSET WHO HAD DRIFTED AWAY FROM CULLAHORATION WITH THE ORGANIZATION. SUBJECT IS NOW ATTEMPTING TO BREATH NEW LIFE INTO THIS OPERATION AND BRING IT BACK UNDER CUNTHOL.

SUBJECT ALSO COOPERATED WITH ANOTHER GOVERNMENT AGENCY IN ATTEMPTING TO RE-ESTABLISH CONTACT WITH A

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	ISIT TO THE AREA.	SUBJECT
. WAS IN CHARGE OF COORDINATING	THIS OPERATION AITH	
AND WITH THE OTHER AGENCY. TH	E OPERATION WAS SUCCESSFUL	FROM
THE POINT OF VIEW OF ARRANGING		
SINCE THE TARGET'S RETURN TO	HE HAS RE	FUSED
EFFORTS BY SUBJECT TO CONTINUE	CONTACT.	
ANOTHER EFFORT AGAINST RESPONSIBILITY INVOLVES THE RE	THE TARGET UNDER SUI	BJECT'S
RESPONSIBILITY INVOLVES THE RE	SOURCES OF THE SPECIAL CI	
OPERATIONS GROUP. FOR SOME MO	NTHS NOW, THIS GROUP HAS BI	EEN
TRYING TO MOUNT A	AND PRO	
REMAIN FNCOURAGING THAT THIS E	FFORT WILL SOON BE OPERATIO	DNAL.
THIS IS A FAIRLY COMPLEX UNDER	TAKING WHICH REQUIRES PATIE	ENCE
AND AN FLEMENT OF GOOD LUCK IN	ORDER TO BE SUCCESSFUL.	SUBJECT
DESERVES CONSIDERABLE CREDIT F	OR THE PROGRESS MADE THUS F	FAR
AND IF EVERYTHING GOES ACCORDI	NG TO PLAN, THIS OPERATION	SHOULD
BE PRODUCING WITHIN A SHORT PE	RIOD OF TIME.	. "
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UBTAINED FROM THE	REATLY FACILITATED THE ABIL	
OF SUBJECT TO	TERIES TREASES	• , ,
ONCE CONTACT WAS MADE. SUBJECT	T WAS ABLE TO DISCERN THAT	THE
TARGET WAS POTENTIALLY VULNERAL	BLE ON BUT	
TIME DID NOT PERMIT THIS VULNER		ED
BEFURE THE TARGET COMPLETED HIS		
STATION REGRETS THAT A LEAD TO		
EARLIER. BUT THIS DUES NOT DET	RACT FROM THE PROFESSIONAL	
MANNER IN WHICH SUBJECT EXPLOIT	ED EVERY OPPORTUNITY TO PU	SH
THIS CASE FORWARD AGAINST AN U!	HEALISTIC DEADLINE.	•••
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THIS REPORTING PERIOD HAS AGAIN BEEN ONE OF CONSIDERABLE ACTIVITY ON THE PART OF SUBJECT IN WHICH HE HAS DEMONSTRATED HIS TALENT FOR OPERATIONS AND PARTICULARLY HIS ABILITY TO

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DEVELOP AND HANDLE AGENTS. HE HAS DISPLAYED VERSATILITY AND FLEXIBITITY IN PURSUING HIS TARGETS AND IS EVER ALERT FOR VULNERARILITIES WHICH CAN BE EXPLOITED. HE USES GOOD JUDGMENT IN HANDIING HIS CASES AND HIS TRADECRAFT PROCEDURES DURING THIS PERIOD HAVE BEEN SOUND. IT SHOULD ALSO BE NOTED THAT THE PARTICINAR CASES WHICH HE IS INVOLVED ARE NOT EASY DNES. THEY REQUIRE HARD WORK, AND THE FULL RANGE OF CASE OFFICER EXPERISE IN ORDER TO PUSH THEM FORWARD. HIS RESPONSIBILITIES IN THE CI FIELD ARE EQUALLY DEMANDING. SUBJECT HAS MADE A VERY PUSITIVE CONTRIBUTION TO THE WORK OF THIS STATION DURING THIS REPORTING PERIOD AND WELL DESERVES A RATING OF STRONG FOR HIS VARIOUR DUTIES AND A STRONG FOR HIS OVERALL PERFORMANCE.

#### 5. COMMENTS BY REVIEWING OFFICER.

I CONCUR WITH THIS EVALUATION AND BELIEVE IT IS MOST COMPREHENSIVE AND OBJECTIVE. HAVING WORKED WITH SUBJECT DURING AN EARLIER PERIOD OF HIS CAREER WHEN HE WAS THEN A GOOD OFFICER (1970-72), I AM STRUCK BY THE REMARKABLE PROGRESS. HE HAS MADE-IN THREE KEY AREAS: OPERATIONAL THINKING AND ANALYSTS, WRITING, AND SOUND, PROFESSIONAL APPLICATION OF BASIC OPERATIONAL PRINCIPLES.

I AM DELIGHTED THIS HIGHLY CAPABLE, AGGRESSIVE OFFICER WILL BE REMAINING A THIRD YEAR AT THIS STATION AND LOOK FORWARD TO A MAJOR CONTRIBUTION FROM HIM IN MOST OPERATIONAL AREAS OF PRESENT PRIORITY CONCERN.RVM 13 NOV 99 DRV D9C.3.

END UF MESSAGE

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	FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.					on.				
_	CTION A				GENER	GENERAL INFORMATION								
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	10.	TYPE OF AP	POINTMENT	·				1. TYPE	01		•			
x	CAREER	CAREER PROVIS		RESERVE	ANNUAL		21-MONTH	11	-MON		REASSIG		SPECIAL	
	CONTRACT	SPECIA		TEMPORARY	12. REPORTING		o (From-to-) 30 Sep	- 1		ATE REPORT		_	7	
SEC	TION B						VALUATION						·	
<u>ا</u> – ك	Insatisfactory	could re	inge from e	ovnseling, to f	aling in this curther training	ategory bloci	requires immedial ing on probation,	te and , to rea	pozitiv zzigom	e remedial ent or to s	action. The operation.	noture Describe	of the action take	2
M~1	or proposed in Section C.  M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken ar recommended should be described.													
	P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.													
_	rong Jutstanding	Performe	ance is so e		elation to requi	_	of the work and i	in comp	arisan	to the peri	formance a	f others	doing simila	.
		4				IFIC I	DUTIES							1
perfo	ms EACH.spe	reific duty. Co	nsider ONL	l' effectiveness	in performence		od. Insert rating la duty. All employe							ı
	IFIC DUTY		e semper e	d amployees su	pervised).		······································						RATING	┨
					LETTER	ı								
					S	1								
	IFIC DUTY												RATING	1
As section chief, provide operational guidance and support to the field stations' efforts to develop and recruit Cubans in that area.					s									
SPEC	IFIC DUTY	NO. B	·										MATING	1
							r sensitiv		the		orting are	Z.	S	I
a	ailable	devel	loping	leads_fo	r potenti	ial_r	ecruitment	cffc	rts	agains	it_new_	targe	TATING	1
													LETTER	ı
Coordinate with other area division desks and components to provide maximum support to Cuban operational activities in their respective field stations.				S	l									
PEC	FIC DUTY N	10, 8											RATING	1
										•	-			
PEC	FIC OUTY N	Q. <b>6</b>					<del></del>				<del></del>		BATING LETTER	
		<del></del>	O'	VERALL PE	RFORMAN	ICE IN	CURRENT	POSI	TIOI	N			L	1
ake i	la account e	verything abo					in his surrent pas		h as s	orformance	of specific	duties.	RATING LETTER	1
raduc I amp	livity, conduct loyee's overal	on job, coop	erativeness, during the	pertinent pers	and trans or b	iebin, an	d particular limits rating bas correc	stions of	, toles	its. Based on	your know	iedge	s, b	
	5N (\$)					ener.	7141		, ,	IMPORT CL	BT 0024		PY	4
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SECTION C	NARRATIVE COMMEN	ITS				
1011		1.1. <del>1</del>				
suggestions made for improvement of	work performance. Give recommendations for thetal	oper perspective their relationship to overall performance. State lag. Comment on foreign lunguage competence, if required fur letermining future personnel action. Manner of performance of				
managerial or supervisory duties and	rings green in section of to provide best basis for a last consciousness in the sim of perfuling usible, w	letermining future personnel action. Manner of performance of Mapment and funds, must be commented an, if applicable. If I				
extra space is needed to complete Sect	on C, artach a separale sheet of patier. 1911					
Na. Flores came	to the Cuba Operations Group	from a brief assignment to the Flores had been a COG case officer				
Utilice of Training.	Prior to the OFR interim, Mr.	Flores had been a COG case officer				
and was therefore fam	iliar with its operational tec	chniques. During this ten-month				
period under review,	Mr. Flores served as a section	chief with responsibilities for				
stations w	ith atarget (	and ) and				
Ar. Flores was the on	ly GS-13 officer to hold secti	ion chief responsibility, yet his				
performance compared	lavorably with that of the $\infty$ -	14 section chiefs. As a section				
chief, Mr. Flores was	supervisor for operations	officers, intelligence analyst				
and a secretary. He was responsible for ensuring the prompt handling of correspondence						
to and from the field	to and from the field stations, and providing operational guidance and direction on					
matters pertaining to	Cuban operations. His section	n was managed in a competent				
manner with Mr. Flores	demonstrating his ability to	delegate functional responsibilitie				
The Cuba Operati	ons Group also functions in a	direct case officer capacity, and				
Mr. Flores frequently	traveled TDY to handle cases.	He was the operations officer reporting case. This required				
for one particularly s	ensitive and productive	reporting case. This required				
nim to travel on short	notice and to arrange for se	cure meeting and debriefing				
sessions of this repor						
	traveled to on various					
		s. One particular recruitment				
attempt required Mr. F	lores to	the				
CONTINUED	CENTIFICATION AND COM	MENITE				
SECTION D	CERTIFICATION AND COM	MENIS				
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	DC/LA/COG	Dorald H. Winters				
ş ⁻	2. BY EMPLOYEE					
STATEMENT CONCERNING THIS EV	1047	MONATYPE 20 EMPLOSTE				
OF MY PERFORMANCE	Al Marila lon	Villat ()				
HAVE ATTACHED HAVE NOT	ATTACHED [////////////////////////////////////	Daniel Flores				
	3. BY REVIEWING OFFICIA	N/				
COMMENTS OF REVIEWING OFFICIAL						
Subject likes to	operate. He is very practice	al, experienced, and realistic.				
He is, however, a litt.	le quiet and tends to accept	things the way they are. While				
I have no doubt as to	his skills, he may need a bit	more management experience to				
	es pove despite obstacles. Ik	e has done a fine job running				
the and section of Cuba Operations Group.						
		i i				
	•					
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1	PERSONAL TITLE OF RESIDENTING OFFICIAL	Baden Illation				
	1	of contests W OTHERS				
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	C/LA/COG	Chroderick W. Latrash				
	C/LA/COG  4. BY EMPLOYEE	Chrederick W. Latrash				
CERTIFY THAT I HAVE OBEN THE ENT		Strederick W. Latrash				

FITNESS REPORT

Daniel Flores

NARRATIVE COMMENTS

cont.

and to devise a secure and timely method of approach to the individual Cuban.

In comparing Mr. Flores' performance as an operations officer and as a supervisor, I believe his performance is somewhat stronger in the former capacity. Mr. Flores has all the attributes of an excellent case officer: he is aggressive, thinks operationally, and is fast on his feet in an operational situation. He is further aided by his fluency in Scanish and has on more than one occasion successfully During his TDY travels, he has repeatedly demonstrated dedication to the job at hand, willingness to work long hours, and a flexibility to handle all types of situations.

Mr. Flores is less enthusiastic when it comes to the paperwork and bureaucratic requirements of his position. While he is a good writer, he tends to handle his written tasks in a hurried manner and consequently, his work oftentimes requires review. He is also inclined to take the shorter and easier approach when handling the paper flow requirements. I mention these points not because they represent basic shortcomings, but simply to contrast them to his exceptionally high performance in his operations officer capacity.

In sum, Mr. Flores is an extremely experienced, competent and well motivated operations officer. His talent as a "street operator" with a keen sense for the human target has been amply demonstrated. He has now quite successfully been introduced to his first supervisory position and proven that he is competent for assignments of this nature. I believe Mr. Flores is capable of handling positions of increasing responsibility and should be given the opportunity to do so.

#### SECRET CLASSIFICATION

الد. ۱۹۶۰	FITNESS REPORT	<del></del>
SECTION A	GENERAL INFORMATION	
1. EMPLOYEE NUM		ADE 6. 00
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7. OFFICIAL POST	FION TITLE- 9. GFF/DIV/BR OF ASSIGNMENT S. CURRENT STATION 10.	CODE 148 840.
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X CAREER	RESERVE CONTRACT TEMPORARY ANNUAL X REASSIGN MENT	SPECIAL
22 June	- 19 November 1976	
SECTION B	QUALIFICATIONS UPDATE	
	UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE TO E BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED, PLACE THE WORD 'NO. IN THE BOX AT RIGH	
SECTION C	PERFORMANCE EVALUATION	and a firegularities or spring material ray
U-Unsatufactory	Performance is unaccoptable. A reting in this caregory requires timediate and positive remedial action. The nature could range from counteling, to further training, to placing an probation, to reassignment or to separation. Describe or proposed in Section D.	of the action action taken
M-Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and retaken or recommended should be described.	medial actions
P-Proficient	Performance is satisfactory. Desired results are lowing produced in the manner expected.	
5—Strong O—Outstanding	Performance is characterized by exceptional profesency,  Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others.	doing similar
	work as to warrant special recognition	
	SPECIFIC DUTIES	
performs EACH specific	at important specific duties performed during the rating period. Insert rating letter which best describes the manner in which duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be a fundation number of employees supervised;.	
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Conducts	tutorial training in clandestine operational trade-	LEVIER
	ills for as well staff and contract personnel.	S
SPECIFIC DUTY NO.		BATING
tailed t	boration with sponsoring Agency components prepares de- raining programs and schedules for the conduct of tailor	S
ECT TUTOF	ial and small-group training.	BATING
training	traince performance in each program and prepare final reports, and as appropriate draft follow-up question-	LETTAN
	or field evaluation of training effectiveness.	S
Particip	ate in live problems and exercises as and as required and contribute to improvement in train-	#41189 \$81188
ing mate	rials and techniques,	S
SPECIPIC DUTT NO	The second and the second is a second to the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second	* BATIMO 187748
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#### SECRET

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SECTION D	NARRATIVE COMM	NENTS
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Mr. Flores jei	ned#the	Unit in mid-
June 1976 and att	er a week's familiariza	ition with training materials,
		attended a two-week Instruc-
tor Training Work	shop at the	. On completion
of the Workshop.	Subject returned to the	Unit for further familiari-
	cutine of the Unit, ass	
nroblems, and con	itured a two-week train	ing program which included
		f in the SAI (or persuasion
		ently Mr. Flores assisted as
skills) polition o	a briad has significant	program involving the train-
ing of a		g the Agency in
		r instructor in devising and
	rst program this Unit h	as undertaken designed to
teach		o Staff Employees who are
deemed likely to		and
Mr. Flores then p	lanned for, and from 12	October through 19 November
conducted a tutor	ial training program in	clandestine operations tech-
	(continued)	, and a second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second s
SECTION E	CERTIFICATION AND COM	MENTS
	1. BY SUPERVISOR	WILLIE
MONTHE EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYES, GIVE EXPLANATION
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17 January 1977	Chief, ALT Unit	Walter R. Cox
	2. BY EMPLOYEE	
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STATEMENT CONCERNING THIS EN- OF MY PERFORMANCE	ALUATION OLD	7, 7
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rating of STBANC S	ratings on specific du	ties and on the overall
Hatt for a shore	TENTS FIOTES. Although	he was assigned to this
avalified annualis-	riod of time, he was p	roving to be a well
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#### SECRET

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Continuation of Section D of Fitness Report on Daniel Flores, GS-12, for period 22 June - 19 November 1976 -----

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		independent	training	task given to Mr	
was of a				serving as an	
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but this task was cancelled at the last minute when the concerned Base discovered grounds for field termination of the agent rather than providing tutorial training for the agent in the U.S. Mr. Flores was justifiably irritated at this turn of events which denied him what held promise for being a challenging initial training program.

It was with regret that we learned, early into what turned out to be Mr. Flores' only independent training program, that a priority requirement of his home-base Division would necessitate his return to Division duty soonest. The Division agreed to our request that Mr. Flores conclude the training program he had tailored, and begun, and Mr. Flores is to be commended for having done an exceptionally fine job in this assignment. The completion-of-training report was also well organized, and the questionnaire which asks for an evaluative follow-up from the trainee's field Station is to the point.

Early in his assignment Mr. Flores took over the maintenance and improvement of the Unit's operations training slides, consolidated them into an extremely functional package, and solicited ideas from other instructors to improve the package. Much to his credit and the Unit's benefit, Mr. Flores managed to persuade another Agency component to undertake--without charge--a major revamping of some of the slides using computordesigned art work to replace some of the less impressive early work in this field.

SECRET

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		FITNESS REPORT		
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SECTION D		NARRATIVE CO	XIMENTS	
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TOR: 182031Z NOV 78 MEXT 47396

C O N F 1 D E N T 1 A L 172250Z NOV 78 DEFERRED TELEPOUCH

CITE MEXICO CITY 47396

TO: MASHINGTON.

FOR: C/LA/PERS

Par Flores

SUBJECT: ADMIN/RYALT/PERS/FITNESS REPORT FOR

- GIVEN HELDY IS THE FITNESS REPORT ON SUBJECT FOR THE PERIOD 15 FEB - 36 SEPT 78. RATTING UN SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY HAPOLD OF CHAIDEZ, DCOS. . REVIEWING CHAMMENTS HERE PREPARED BY JOEL N. NEBECKER, COS. SUBJECT HAS NOT SHOWN.A.COPY OF THIS REPORT AS HE DEPARTED STATION ON EMERGENCY LEAVE BEFORE THE REPORT COULD BE TYPED. A COPY WILL BE MADE AVAILABLE TO HIM IMMEDIATELY UPON HIS RETURN AND ANY STATEMENT BY THE EMPLOYEE WILL BE TELEPOUCHED TO MUS. A SIGNED CUPY OF FORM 45A WILL BE POUCHED AT THAT TIME.
- 2. THE FOLLUMING INFO IS KEYED TO FORM 45%, SECTION AS 1. 036130; 4. M; 5. GS-13; 6. DGG; 9. MEXICO CITY; 10. CAREER; 11. ANNUAL; 12. 15 FEB-30 SEP 78.
  - 3. SECTION B. PERFORMANCE EVALUTATION SPECIFIC DUTIES:

1. DIRECTS THE ACTIVITIES OF AN MAN CI TEAM RESPONSIBLE TO THE STATION, AND WHICH INCLUDES COORDINATING ALL REACTION UPS INITIATED BY THE TEAM. RATING LETTER -- S.

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4. SECTION C	- NARRATIVE	COMMENTS	
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TOR: 1820312 NOV 78

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VAPIOUS DUTIES AND AN OVERALL STRONG FOR THIS REPORTING PERIOD. WE LOOK-FORWARD TO A CONTINUED HIGH LEVEL OF PERFORMANCE DUPING THE YEAR TO COME.

5. SECTION D.1. SUBJECT HAS BEEN UNDER MY SUPERVISION FOR SEVER AND ONE-HALF MONTHS. D.3: COMMENTS BY REVIEWING OFFICIAL:

I FULLY CONCUR WITH THE NARRATIVE COMMENTS OF THE REVIEWER.

SUBJECT HAS DISPLAYED A GREAT AMOUNT OF IMAGINATION AND ENERGY
IN DIRECTING A DIFFICULT ACTIVITY NAMELY COUNTERINTELLIGENCE
ACTIVITY THAT IS SEVERELY RESTRICTED BY ATTORNEY GENERAL GUIDE+
LINES TO THE EXISTING EXECUTIVE ORDER. SUBJECT HAS DESPITE THIS
BEEN ABLE TO KEEP A VERY POSITIVE THRUST TO HIS OPERATIONS AND
HAS BEEN ABLE TO MOTIVATE THE AGENTS—AND PERSONNEL UNDER HIS
CONTROL. I AM TOTALLY SATISFIED WITH HIS ENERGY AND MOTIVATION.
DESPITE THE FRUSTRATIONS INHERENT IN THE COUNTERINTELLIGENCE ACTIVITY
HE CARPIES ON WITH A HIGH SPIRIT AND A THEMENDOUS AMOUNT OF GOOD
WILL — NO MEAN ACHIEVEMENT AT THIS JUNCTURE OF AGENCY COUNTERINTELLIGENCE ACTIVITIES, E3, IMPDET.

END OF MESSAGE

### SECRET CLASSIFICATION

FITNESS REPORT					
SECTION A GENERAL INFORMATION  1. EMPLOYEE NUMBER 2. NAME (Lost, first, middle)  2. DATE OF BIRTH 4 REX 8					
194737 Flores, Daniel 4 Aug 35 M	S-12 D				
Operations Officer   DDO/LA/COG   Headquarters   X	HOD. DF				
11. TYPE OF APPOINTMENT 12. TYPE OF REPORT					
XX CAREER RESERVE CONTRACT TEMPORARY XX ANNUAL REASSIGN.	SPECIAL				
13. REPORTING PERIOD (/rom-to-)  14. DATE REPORT DUE IN O.P.  15. REPORTING PERIOD (/rom-to-)  16. DATE REPORT DUE IN O.P.  17. July 1976					
SECTION B QUALIFICATIONS UPDATE					
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE WORD "YES" IN THE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RI					
SECTION C PERFORMANCE EVALUATION					
U—Unsatisfactory  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The notical could range from counseling, to further training, to placing on probation, to reassignment or to separation. Description or proposed in Section D.  M—Marginal  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The notical place of proposed in Section D.  M—Marginal  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The notical rating on proposed in Section D.  M—Marginal  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The notical rating is a representation of the notical rating and positive remedial action. The notical rating is a representation of the notical rating and representation of the notical rating is a representation of the notical rating and rating and rating and rating and rating rating should be stated in Section D and taken or recommended should be described.	ibe oction taken				
P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.					
· · · · · · · · · · · · · · · · · · ·					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period, insert rating letter which best describes the monner in wh performs EACH specific duty. Consider ONLY effectiveness in performance of that duty, All employees with supervisory responsibilities MUST their ability to supervise (indicate number of employees supervised).					
Handle a sensitive and productive in Cuban operations via TDY travel to meet, debrief, and prepare operational/intelligence reports.	LETTER O				
Review incoming operational correspondence from Latin America on Cuban matters and ensure that prompt response and helpful guidance is provided.	DATING				
Maintain a thorough familiarity with all Cuban activities in Latin America and our operations against them; carry out coordination with other components wher appropriate.	HATING LETTER				
Develop leads against the Cuban target by and ultimately etc., of to obtain assessment data on the targets as well as use the leads in approaches to	ETTER LETTER				
Work closely with the IA's of the section to ensure that they answer all required correspondence and to stimulate them to be creative and productive.	RATING LETTER				
IPECIFIC DUTY NO. 6	BATING				
OVERALL PERFORMANCE IN CURRENT POSITION					
able into arrount everything about the employee which influences his effectiveness or his current position both as participation of specific define reductivity, Conduct on just, cooperationals partice it parameted traits or bashin and particular limitations or telents. Send on your broateday t applyages severall performance during the reting period plans the latter to the reting base terrespectating to the theorems which took seen	•				
troly reflects his level of performance					
CLASSICATION	iel .				

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## S E C R E T

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SECTION D	NARRATIVE COMMENTS					
Indicate significant strengths or wealing	esses demonstrated in current country begang in proper perspective their relationship to overall performance. State					
	work performance. Give recommensations for training. Comment on foreign lunguage competence, it required for					
	rings given in Section C to provide best basis for determining future personnel action. Manner of performance of					
managerial or supervisory duties and	cost consciousness in the use of co-correl, scoce, equipment and funds, must be commented on, if applicable. If					
This officer has	worked under my supervision for approximately six months. This					
	eport I have prepared on him. After two field tours and his					
current assignment to	Cuba Operations Group, he has developed into a solid and					
professional operation	s officer with the skills we hope our employees will develop. He					
	d and creative in his work. He has demonstrated, particularly in					
	fying degree of drive and interest.					
	ne of our most productive and sensitive assets. With					
	t has produced, within the past six months, some of the highest					
quality intelligence on and this Agency has obtained. Because						
this agent must be serviced via TDV travel, the responsible case officer must be able						
	le guidance and have the tradecraft skills and reports writing					
	on his own. With this case Mr. Flores has demonstrated himself					
	ent handler, highly attuned to operational information and					
quality intelligence pr						
	I have relied upon him heavily to provide the institutional					
	. He has full grasp of all operations directed against					
not only in	those countries under his direct responsibility, but throughout					
not only in	not only in those countries under his direct responsibility, but throughout Latin America. Since all of the officers in this section					
Latin America. Since a	and					
agents, Mr. Flo	res has frequently acted as Section Chief during the absence of					
the other officers,	a GS-14 position. He has been able to handle the job well both					
SECTION E	CERTIFICATION AND COMMENTS					
123	1. BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT SEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION					
UNDER MY SUPERVISION	· ·					
•	· ·					
DATE	OFFICIAL TITLE OF SUPERVISOR					
ı						
	2. BY EMPLOYER!					
	DATE A BIONATURE OF EMPLOYEE					
STATEMENT CONCERNING THIS E' OF MY PERFORMANCE	ATTACHED 20 LC: 1971 Mill Coco					
MAYE ATTACHED   MAYE BOT	ATTACHED LO HALO 17/6 VIIIV ( Open					
	3. BY REVIEWING OFFICIAL					
COMMENTS OF REVIEWING OFFICIAL						
•	ratings given by the rating officer. Mr. Flores is indeed a find					
	should have an exceptionally successful career in operations.					
	that I have ever noted is an occasional lack of drive and					
	noted by the rating officer, particularly in recent months, he					
some to have oured this	and has indeed been going at a fast pace.					
	ring Cuba Operations Group for a rotational tour in the Office					
	that when he finishes this tour, he should return for an					
operational assignment i	n the Latin America area. He is an exceptionally fine case					
	mmund of Spanish, and has a way of dealing with his agents that					
gets the most out of the	m. Buture tours for him should involve supervision of younger					
case of ficers, and he sho						
1274	edd begin to move into the managerial aspects of operations.					
į į	ould begin to move into the managerial aspects of operations,					
<u></u>						
	chief, Lyan					
TARRIET PRATICIONAL AREA THE	chief, Lyan					
1 6 8 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Chief, LVCIX:					
restire that I have oben tus s	chief, Lyan					
resulter that I have oben tus s but bectump to the sample	Chief, LVCIX					

S. E C R E T

FITNESS REPORT

Daniel Flores

cont.

#### SECTION D

in terms of paper flow and personnel administration. He demonstra
in terms of paper from and personner administration. He demonstra
an ability to advance further along these lines. Also during the
period under review he participated in an approach against the
of in a Latin America country. Althoug
the recruitment effort was not successful, it was conducted in a
professional manner and Mr. Flores used an
in a very effective manner.
in a very effective manner.
He has been perhaps the most aggressive officer in the Cuba Operations Group in pursuing leads for interviews of, and acquaintances, buring the period under review he conducted at least such interviews and developed good assessment data on various targets.
As a native Spanish speaker, Mr. Flores has the ability to
as a and has successfully carried out roles
as a citizen. This
ability to has been of great assistance in
handling the key case he relinquished only on leaving LA/COG.
and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and the same and t

Mr. Flores has now overcome an earlier reluctance to be aggressive which former supervisors might have noted. I am confident he will maintain and build further on what I have found to be a highly improved sense of enthusiasm. I am sure he will be a strong contributor to his new component.

#### No. 3

He is an officer who merits further responsibility and one who should continue to rise in rank as he assumes these additional responsibilities. It has been a pleasure to work with him and I should like to do so with him in the future.

SECRET

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	FITNESS REPORT		
SECTION A	GENERAL INFORMATIO	N	
1. EMPLOYEE NUMBER . R. NAME (Lust, first,	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	DATE OF BIRTH 4 BEX 6. G	TADE 6. 80
194737 Flores, D	anic1	4 Aug 35 M GS-	12 D
7. OFFICIAL POSITION TITLE-	# OFF/DIV BR OF ABBIG	NMENT B. CURRENT STATION 10	CODE /ch one
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CAREER RESERVE CONTRACT	OTHER (Spec.)	V ANNUAL REAGUIGN.	OPECIAL
		A MENT	
13. REPORTING PERIOD (/rom-to-)	14. DATE REPOR	•	
1 October 1974 - 30 June			
SECTION B	QUALIFICATIONS UPDAT	a sin- approximation and the assessment of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state	
IF QUALIFICATION'S UPDATE FORM IS SEING WORD "YES" IN THE BOX TO THE RIGHT. IF A		ATTACHED TO THIS REPORT, PLACE T HE WORD "NO" IN THE BOX AT RIGI	
SECTION C.	PERFORMANCE EVALUATIO	N	
	A rating in this category requires immedi	ate and positive remedial action. The nature	
could range from counteling, to proposed in Section D.	s further fruining, to placing on probation	n, to reassignment or to separation. Describ	e action taken
M-Marginal Performance is deficient in son		rating should be stated in Section D and re	emedial actions
taken or recommended should P—Proficient Performance is satisfactory De	be described.  sired results are being produced in the s	number experted.	
5-Strong Performance is characterized b		1	
O-Outstanding Performance is so exceptional in work as to warrant special rea		in comparison to the performance of others	doing similar
work at 19 warrant special rec	SPECIFIC DUTIES		
	SPECIFIC DUTIES		
List up to sin of the most important specific duties perfer performs EACH apocific duty, Consider ONLY effectives helr ability to supervise (indicate number of employees	ess in performance of that duty. All emplo		
BPECIFIC DUTY NO. 1			HATING
Case Officer for COG's La	tin America area res	pensible for opera-	
tional support of LA fiel	d Stations Cuba prog	rams.	S
PECIFIC DUTY NO. 8			
	1 a 1		PATING LETTER
Case officer for two sens	itive	operations.	
			S
PECIFIC DUTY NO. 8		3	RATING
Develop leads to potentia	l Cuban recruitment	targets and personall	LETTER
interview prospective acc	ess agents.	``	S
PECIFIC DUTY NO. 4			PATING LETTER
Supervisor for one Intell:	igençe Analyst	•	LEITER
	,		S
PECIFIC DUTY NO. 8			RATING LETTER
•			
PECIFIC DUTY NO. 6			DHITAR
		•	LETTER
•	•	1	
•		2	
OVERALL	PERFORMANCE IN CURRENT	POSITION	
he late account everything about the employee which	influences his effectiveness to be current as	sition such as perfermance of specific duties	LATTER .
aductivity, conduct on job, cooperativeness participal p	ersanal traits or habits, and perticular limi	tations or tolents. Based on your knawledge.	
amplicates his level of performance during the rating per- toly reflects his level of performance	ies, prace the terms in the rating box carri	separating to the statement which must dollar	S
	CLASSIAN ASSESSE	8 SEP 19/5	
Bur gar assista franco 3	CLASSIFICATION	1 3/5/1/3	. (4)

C. Carl

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SECTION D	NARRATIVE COM	MMENTS
suggestions made for improvement of current-position. Amplify or explain re managerist or super-corry divises and extra space is needed to complete Section	work performance. Gira recommendations for utings given in Section C to provi OFFICE cost consciousness in the use of personnel spu- on D, attach a separate sheet of paper.	in proper perspective their relationship to overall performance. State training Comprehing the design language competence, if required for the committee of the design language competence, if required for the commented on it applicable. If
LA/COG is both	a Headquarters Am To	rd 68 Ment and an active opera-
a combination	Λs	such, Mr. Flores assignment is
means that much hi quarters officers.	gher criteria is being	g rated in both capacities which g applied than for most Head-
been used very cff Headquarters. Alt these sources, Mr. and detailed guida	ectively in new, shough he did not partificated case of en trained and	cipate in the recruitment of to provide initial training, op the new assets into reporting
by the recruiting	officer, is to make th	e source into a fully controlled al for intelligence information.
SECTION E	CERTIFICATION AND CO 1. BY SUPERVISO IF THIS REPORT HAS NOT BEEN SHOWN	
•		
8 August 1975	ADC/LA/COG	M. Michael Krine
STATEMENT CONCERNING THIS ELECT MY PLAFFORMANCE MAYE NOT MAYE NOT	ATTACHED G. FLICH : 119	15 Cillia Con
COMMENTS OF REVIEWING OFFICIAL	3. BY REVIEWING OF	FICIAL
LA/COC has those assigned to M handling agents dir as a Desk Chief. I Division as these of Headquarters desk of these employees group, but it must officers are senior	r. FloresCase office ected against a hard of hese tasks are officers serve as officers. All officers. All officers. All officers in would rank Mr. Florestaken into considerin grade.	erforming duties similar to er responsible for recruiting/ target and also staff duties the Latin America and also as are handled by lores in the middle of this ration that all the other
	OFFICIAL TITLE OF REVIEWING OFFICIAL	
8 August 1975	AC/LA/COG	Thomas G. Clines
I CERT OF THAT I HATE BEEN THE BE ALL SECTIONS OF THIS BEPURY	NYMIER IN OF ALLEN 1197	Louis Car
	CLASSIFICATION	

#### Continuation of Section D

His professional, no-nonsense handling has already contributed to highly significant information (a value quotient of 7.0 with one XX report) on some of the Agency's current Cuba priorities including Cuba's negotiating attitude vis-a-vis the U.S.

In his capacity as bosk officer for field stations in Latin
America, Mr. Flores is charged with providing guidance and support
aimed at recruitment operations against He has
conducted interviews of in the U.S. and initiated a
promising
. He supervisesintelligence analyst and, together,
they effectively ensure timely response to field requests and help
stations to identify operational opportunities, recruitment targets
andwhere necessarykeep them aware of the priority of the Cuban
target
By his performance, Mr. Flores has demonstrated he is a versatile
case officer with good operational instincts; he is showing increasing.
agressiveness and imaginative support of field stations in their

Mr. Flores was sponsored by the Division, and attended the midcareer course in November 1974. He has excellent potential for further advancement in the Division and has been a significant factor in LA/COG's success over the last year in developing access to Cuba, a recognized hard target.

#### Continuation of Section E

Subject excels as an agent handler motivating his agents and disciplining them when required to obtain quality intelligence. He handles of LA/COG's most sensitive and during this period, he has met these in and in this period. He has certainly targetted these agents against priority objectives and the intelligence produced has been of vital interest to U.S. Government policymakers in this delicate period of Cuban negotiations. Latin America Division has received commendations from

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Signat

#### Continuation of Section E

the intelligence community for reports acquired through Mr. Flores. Subject's staff duties include desk chief responsibilities for support and guidance to field programs including the research and targetting required to conduct an effective recruitment program. Although such duties requiring supervision are new to him, he is also making progress in this capacity. With proper guidance and assistance, he will develop into a most effective supervisor.

Mr. Flores native fluency in Spanish and his Latin background have proven most valuable to Cuban operations. In fact he represents himself as _______. For an officer his grade, he is very mature, self assured, has good common sense and is certainly a professional. Subject has completed two tours in the field and is an experienced ops officer. He is intelligent, imaginative, uses good tradecraft at all times and has a clear headed approach to the business. He expresses himself well orally and in writing, and works very well with other case officers. Mr. Flores keeps up to date on political, economic and social affairs pertaining to Cuba and he willingly accepts difficult tasks requiring frequent separations from his family.

Subject definitely has potential. He is operationally agressive and is gaining experience as a manager. Mr. Flores is already performing at a higher level than his grade. In approximately a year, he should be again dispatched to the field as a senior officer responsible for handling or targets. During the next reporting period, Mr. Flores should receive training in superivsion. He is a solid performer in the Cuban Operations Group and has contributed much to our successes during the past year.

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				FITN	ESS REPORT	-				
SECTION A				GENERA	LINFORMATIO					
I. EMPLOYEE NUM	BER	B. NAM	E (Lost, first.	middle)		S. DATE	OF BIRTH	4 0EX 5.	GRADE 6.	80
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5 March	1 1974	1 - 3	30 Sep	tember 197	<u>'4</u>					
SECTION B				QUALIFICA	TIONS UPDAT	<u> </u>			~	
IF QUALIFICATIONS WORD "YES" IN TH	UPDATE E BOX TO	FORM THE (	IS BEING RIGHT, IF A	SUBMITTED WITH IO CHANGES ARE	CHANGES, AND I.	S ATTACHED TO	IN THE	DRT, PLACE BOX AT R	THE IGHT.	
SECTION C					CE EVALUATIO					
U-Unsatisfactory	Ferforman could rang or propose	ge from	counseling, I	A rating in this cate a further training, t	egory requires inmedi a placing on probutio	ate and positive re n, 13 roassignment	medial act or to sepa	ion, The not protion. Desc	ture of the a cribe action t	iction laken
M— <u>Marginal</u>	tayen or i	racomme	bluade beba	be described.	ons for assigning this		tated in 3e	ction D and	l remedial ac	:Flone
P - Proficient S-Strong				sired results are be y exceptional profici	ing produced in the ency.	manner expected.		•	•	i
O-Outstanding	Performance	co is so :		relation to require	monts of the work and	in comparsion to	the perform	mance of att	hers daing sin	milor
			<del></del>	SPECII	IC DUTIES					$\neg$
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07, 45 ;;;;;;;	******			CLASS	HICATION	EZ, IMPORT CL	<b>37</b>	· · · · · · · · · · · · · · · · · · ·	ii Ö	ブ
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SECTION D	* NARRATIVE COMMENT	
Indicate significant strengths or weakne	sses demonstrated in current position beeping in proper	perspective their relationship to averall performance. State
suggestions made for improvement of t	work performance. Give recommendations for training	Comment on foreign language competence, it required for
Eurrent position. Amplify or explain ra	lings given in Section Cato provide best basis for dete	rmining future personnel action. Manner of performance of
managerial or supervisory duties and c extra space is needed to complete Section	ost consciousness in the tree of prefs finder in a equip- in D, attach a separate sheet of paper.	ment and funds, must be commented on, if applicable. If
In a very show LA/COG's efforts to expand its recruitmexperience, versations Latin American assignment. He dentrying conditions, orally and in writiwhich he gives ungraph Almost immedia Mr. Flores was call agent had already bof the case had bee still required a He	rt time, Mr. Flores has been directly handle Cuban ment program. His fluent lility and ability to countries, make him high monstrates sound operations and good ability to communing. His frequent TDYs derendingly.  Itely after his assignment ed upon to handle a sensitive recruited and many of an resolved prior to Mr. Fladquarters based case offi	come an important factor in and to spanish, past operational in ly qualified for his present al judgment under often nicate effectively both mand long and unusual hours, to LA/COG in March 1974, tive case. The the developmental aspects fores' introduction, but it it cer to provide the neces-
sary continuity whe	rever the agent	The case is com-
plicated and time-c	onsuming, involving extend	ed TDYs and utmost
adherence to good t	radecraft procedures. It	has developed into one of
our most productive	sources of	
SECTION E	CERTIFICATION AND COMMEN	urs (cont'd)
SECTION E	1. BY SUPERVISOR	113
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMP	LOYEE, GIVE EXPLANATION
		į
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		PED OR PRINTED NAME AND BIGNATURE
1 ( húv 1974	OFFICIAL TITLE OF SUPERVISOR TY	PED OR PRINTED NAME AND BIGNATURE
	LA/COG/OPS 2. BY EMPLOYEE	
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FITNESS REPORT - Daniel Flores

#### SECTION D (CONTINUED)

activities in Latin America, due largely to Mr. Flores' professionalism.

Mr. Flores' current assignment is a combination of operational and Headquarters desk responsibilities, the latter calling for the support of field stations in their efforts to develop individual Cuban recruitment programs. His extended TDYs have understandably prevented Mr. Flores from devoting much time to his desk responsibilities and it is somewhat difficult to judge his performance as a desk officer. He has a good grasp of what needs to be done, and his handling of specific tasks indicates good managerial potential. Nevertheless, he does need additional desk experience, especially in areas which will allow him to use his operational ability to support and guide field stations that are developing Cuban operational programs.

#### COMMENTS BY REVIEWING OFFICIAL (CONTINUED)

this aspect of his performance was less noteworthy, and it is believed more attention and research could have been given to this activity. Mr. Flores writes concisely and well, and his CI/CE instincts are sharp and true. He can be expected to turn in a solid desk performance in the future.

FITNESS REPORT .	NOTE: Supervisor or Reviewing Official may assign a high If CONFIDENTIAL is not adequate for the report when c	
SECTION A.	GENERAL INFORMATION	
1. EMPLOYEE NUMBER 2 NAME (last, first, middle	3. DATE OF BIRTH 4. SEX S	GRADE & SD
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2. OFFICIAL POSITION TITLE Ops Officer	DDO/WH/Br 3	
10. TYPE OF APPOINTMENT	11. TYPE OF REPORT	·
XX CAREER CAREER PROVISIONAL RESERVE	ANNUAL 21 MONTH 30-MONTH XX MENT	SPECIAL
	May 73-4 March 74	
	FORMANCE EVALUATION	
	ig in this category requires immediate and positive remedial action. The na- ier training, to placing on probation, to reassignment or to separation, Deu	
or proposed in Section C.	puts the reasons for assigning this rating should be stated in Section C and	
taken ar recommended should be des	stribed	Temedal O(NoA)
P—Proficient Performance is satisfactory Desired r S—Strong Performance is characterized by excep	results are being produced in the manner expected.	Ì
O-Outstanding Performance is so exceptional in relati	ion to requirements of the work and in comparison to the performance of at	ters daing similar
work as to warrant special recognition		
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#### Continuation of Comments of Reviewing Officer

first instance he was bilingual and could fade into the background. But he would not have been so regarded if he had not shown ample good sense, zeal, and balanced judgment in unfamiliar situations. We hope Subject can get overseas again within a reasonable time and consider that the Station that gets him will be fortunate.

the is a register

Contract - Manager

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M-Morginal		licient in some asp		asons for assigning this re	d blucks gnite	e stated in	Section C and	remedial action
P-Proficient		-		being produced in the mo	onnar expected	١.		
S-Strong O-Outstanding	Performance is the Performance is so a work as to warran	exceptional in relat	ion to requi	liciency, rements of the work and i	n comparison	to the perfe	ormance of oth	ers doing similar
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SECTION C	NARRATIVE, COMMEN	ITS
suggestions made for improvement of a current position. Amplify or explain rati managerial us supervisory duties and ca extra space is needed to complete Section	rork performance. Give recommendations for training ngs given in Section B ty profide bett-briggs for de- sit cansciousness in the use of personnel, space, eyi in C, attach a separate sheet of paper;	or perspective their relationship to averall performance. State y, Comment on foreign language competence, if required for develoining future personnel action. Manner of performance of present and funds, must be commented on, if applicable. If
		nts last year, Subject was given the
		hard target". He also assumed
	re traditional areas, such as	
of the	, and	The breadth of these nal ability and versatility. (This
		ption and Subject's performance at
		elerated promotion last year.)
	the difficult MPCHEEK target,	
		ations and disappointments of work-
		the period under review, his job
has been the more diff:	icult since the MPCHEEKS, in a	
Station		bject played a major role), have
		operations verge on the impossible.
		ses, and has managed to develop
resources, could event		cation of his proven operational MPCHEEK Mission here. This
		icers working on hard targets must
have.		Total Montains on Management
Special mention is ma	de of Subject's successful bi	d to make recontact and establish
		revolutionary government. The
		the belief that such action was.
		bject to attempt to recontact this
		skittish and our belief
SECTION D	R it off with tact, reading to CERTIFICATION AND COM	he situation /CONTINUED/
1.	BY EMPLOYEE	
	THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
28 June 1973	/s/ Daniel Flores	
2. MONTHS EMPLOYEE HAS SEEN	BY SUPERVISOR	MELOYEE GIVE EXPLANATION
UNDER MY SUPERVISION		mreates, afte an entrated
20		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND BIGNATURE
28 June 1973		/s/
	Deputy Chief of Station  BY REVIEWING OFFICIAL	/3/
COMMENTS OF REVIEWING OFFICIAL		
= = : ::	fficer is a steady and solid p	erformer who carries a major
		int. He has even volunteered
	vork when he has seen opportun	
overall mission. Becau		he is often
drafted for a+1 kinds of	of ad hoc operational work. T	his is invariably well done.
	ressive but also shows lively	
	re and does not push beyond wh	
	seriousness, which permits hi	m to get more utility out of
them. He is a pillar c	or this Station.	1
DATE	UFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED HAME AND BIGNATURE
2 Iuly 1972	Chief of Station	/s/ Pichard S. Wolch
2 July 1973	CHICK OF DESIGNATION	THE TAXABLE PROJECT

CONFIDENTIAL

Section C continued.....

	e accomplished with grea	Justments to control the asset's at regard to security because of it's performance has been
effective and, given the oper	ation's importance, can	really be called outstanding.
The agent is again a prime so	urce on the	, which is
crucial to developments local	ly.	
Further, this officer c	ontinues to manage an	agent who in
turn	and	assets, so directing these
efforts that they contribute	effectively to overall S	tation objectives. More
recently, Subject has taken o		of a new
targetted against a senior	•	and is carrying it through
successfully. This officer a	lso handles much of the	support requirements for his
various operations, including	management of	, overseeing a small
, and acquis	ition of rental cars and	property . There is
little doubt that some of Sub	ject's success can be at:	tributed to his Latin background
and fluent Spanish. But both	of these advantages mig	ht be wasted by a less capable
all-round officer. In his car	se, they provide him with	h complementary skills that
enhance his superior performa	nce. In the view of the	reporting officer, Subject
carries more than his own shar	re here in 🔙 In a manı	ner normally calling for an
officer of considerably more	comics sweds and synarics	nce .

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			711100		EVPLOYEE SERIAL	
ļ <u>.</u>		FITHESS REPORT				NUMBER
					036130	
SECTION A			ENERA			
1. NAME		(First) * (Midale) anicl	ì	A TO TO SEA	4. GRACE 3. SD	
6. OFFICIAL PC		anici		Aug 1935; M	GS-11 D	
	ps Officer			DDP/WH/3		•••
9. CHECK (X) T	PE OF APPOINTMENT		10. c	HECK (%) TYPE OF REP	ORT	
X CARLER	RESERVE	TEMPORATY		INITIAL	TREASSIGNMEN	TSUPERVISO
CAREEN	FROVISIONAL (See Instr	ictione + Section C)	XX	ANNUAL	ME ASSIGNMEN	TEMPLOYER
SPECIAL			-	SPECIAL (Specify):		
II. DATE REPOR	August 1972	•	1			1072
SECTION B		PERFORMAN			9/1 - 30 June	1972
U-Unsatisfactory	Performance is unocceptional transpersion country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country of the country o	otable. A ruting in this catego seling, to further training, to p C.	olacing on	s immediate and positive re probation, to reassignment	emedial action. The nature of the separation. Describe	of the action action taken
M=Marginal	Performance is deficientaten or recommended	t in some aspects. The reasons should be described.	for assign	ing this rating should be st	hated in Section C and rem	idial actions
P-Proficient	•	ary. Desired results are being		in the manner expected.		
S-Strong O-Outstanding		erized by exceptional proficier		mark and in assessment in the	the marketing of the co	lata a stor 4
C. Collinguality .	work as to warrant spec	itional in relation to requireme nal recognition.	are of the	work and in comparison to	THE PETFORMANCE OF OTHERS O	loing similar
		SPECII	IC DU	TIES		
manner in which with supervisory	employee performs EAI responsibilities MUST	cific duties performed dur CH specific duty. Consid be rated on their ability t	or ONLY	effectiveness in perfor	rmance of that duty. Al	l employees
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principal	l agente whos	nistrative sup e e <u>fforts he d</u>	port	for		
		nd	IIGG		1 ; L	S
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PECIFIC DUTY N	0. 5			EXEMPT FROM PENERAL DE	CL SSILICATION	RATING
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					—— <del>(c,</del>	RATING
ormance of spec orticular fimitatio	ific duties, productivi one or talente. Based	implayee which influences ty, conduct on job, coops on your knowledge of em	playee's	its, pertinent personal i averall performance d	traits or hobits, and furing the rating period	
ace the letter in	the rating box corresp	anding to the statement w	hich mai	it accurately reflects hi	s level of performance.	
				table		1

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SECTION C	NARRATIVE COMMENTS
averall performance. State sugges on foreign language competence, basis for determining future persoi in the use of personnel, space, eq Section C, attach a separate sheet	Product of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the s
family at this pos- operations against by an officer two plants. He learned handling of his case requirement of the aggressive officer shown maturity and against the his intimate knowled contact with a fafter thoroughly defent the with him due to specific the specific properties.	grades senior to Subject. He has proved equal to the his new assignment rapidly and adapted well to the ses through agents, a security which can be frustrating for an with fluent Spanish such as Subject. However, he has superior handling ability in directing his assets and particularly the enabled him to plan secure who at first appeared genuine. Ebriefing this individual, drawing upon his knowledge Subject was able to recommend no continuing contact ceific fabrications on the part of the
operations and provin a timely manner. in writing. He has that he is now comp	In management of funds entrusted to him for his vides required administrative and operational reports. There have been past comments on Subject's weakness. Worked hard on this, and the rating officer feels wetently producing the reports required. Subject its is an area that requires continuing attention for mal. /CONTINUED/
SECTION D	CERTIFICATION AND COMMENTS
l ·	BY EMPLOYEE
	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
15 August 1972	/s/ Daniel Flores
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
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DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
15 August 1972	Deputy Chief of Station /s/
3.	BY REVIEWING OFFICIAL
his education for his maturi have given Sub to how much co course, bi-lin uses well. A	me up the hard way, both in pushing on to finish and in BKTRUST. As a result he is way under-graded ty and for his operational contributions. That we ject a major responsibility here (STPAGODA) attests of idence we have in his and his ability. He is, of gual and mixes well with an advantage he good "street" operator, he still has a way to go in paper work and in relating to Hqs needs.
15 August 1972	Chief of Station /n/ Richard S. Welch

SECTION C continued....

A comment must be made on Subject's great ability to adjust rapidly to one-time and target of opportunity assignments. His performance in meeting with high level agents of who had to be met during stays in against a priority target have been of the highest order. No doubt his fluent Spanish greatly assisted him in these tasks, but his experience and good judgment were major factors in his excellent performance in the role of utility operations officer.

To exploit Subject's talents to the fullest, and provide him with the professional challenge equal to his ability, he has now been assigned the management and handling of the difficult ______, a top priority for the Station. This is a true measure of our confidence in him.

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SECTION A			GI	NERAL .			
1. NAME	'Lauti	(Firet)	(Middle)	A DATE OF BIRTH	9. 3EX	4. GR#SE \$. 90	
Flores	Daniel			08/04/35	M	GS-10 D	
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31 Octo	ber 1971			1 May 197	1 - 30	September 19	71
SECTION B			PERFORMANO	E EVALUATION			
U-Unsatisfactory	Performance is unaccould range from expreposed in Section	ounseling, t	A rating in this categor o further training, to p	y requires immediate and lacing on probation, to re	tarnaument of	edial action, Tre vature a to separation. Describe a	f the action action taken
M-Marginal		ient in som	e aspects. The reasons is described.	for assigning this saling s	hould be state	ed in Seation C and reme	dial actions
P-Proficient	Performance is satisf	actory. Des	ized results are being p	roduced in the minimer ex	pected.		
T			y exceptional proficien				
O-Outstanding	Performance is so ex work as to warrant s	ceptional in pecial reco	relation to requirement Inition.	ts of the work and in son	parison to the	performance of others d	oing similar
			SPECIF	IC DUTIES			
PECIFIC DUTY NO.							PATIN
							LETTE
PECIFIC DUTT NO.	•		•				RATING LETTER
PECIFIC DUTT NO. 1							#A7140
ECIPIC DUTT NO. (						. : /	##+;hg
		VERAL	L PERFORMANC	E IN CURRENT PO	SITION C		<u> </u>
rmania of apacific principal limitations	, during, praduct ar falonto. Boss	ivily, ear	dust on job, snape beautodge of one	hie effectuares as an interest as a second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second s	ط اعموونهو صف ودمومت	bile or babile, and ing the tering period,	##1100 68778#

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SECTION C	NARRATIVE COMMENTS
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SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE
7,	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
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SECTION A			GENERAL			
	res, Daniel	Firetj (Midyle)	4 Aug		M GS-10	D
Ops C	orion tirse Officer		DDP/		MENT . CURRENT STATE	QN
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M-Marginal	Performance is deficient taken or recommended :	in some aspects. The real boold be described.	ons for assigning H	his rating should	be stated in Section C and ren	redial action
P-Proficient	Performance is satisfasti	ory. Demed results are bei	ing produced in the	manner expected	l.	
S-Strong		rised by exceptional profi	1			
O-Quistanding	Performance is so except work as to warrant speci	luseal na relation to requir ad ressignition.	rments of the work	end in compariso	n to the performance of others	doing similar
		SPE	CIFIC DUTIES			
anner in which en	ployee performs EAC sponsibilities MUST	H specific diay. Con	sider ONLY effe	ctiveness in pr	trating letter which best of programmes of that duty. A r of employees supervised)	Il employe
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ECTION C	NAPHATIVE	COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to avoid performance. State suggestions made for improvement of work performance. Give recommendations for training, Comment on treign language competence, if required for current position. Amplify or explain tritings given in Section B to provide heat basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the expension of personnel, space, equipment and hads, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate chest of paper.

There has been little Unadge 3125 Bubbect's performance since the submission of his last report covering the period through 30 September 1970.

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The highpoint of his activities during this period, as it has been throughout his tour, has been his management of a sensitive technical operation which has been a consistent producer of unique and high level intelligence. This has been a good performance on Subject's part indicative of his professional capability to conduct clandestine operations.

Subject's writing ability has improved during this period, and there is little doubt that his efforts in this regard are paying off. Further experience should see continued improvement of his writing skills.

As Subject's first tour comes to a close he can look back on a generally strong performance in all phases of his operational activity on behalf of the Base's objectives.

SECTION D	CERTIFICATION AND	COMMENTS					
1.	BY EMPLOYEE						
	I CERTIFY THAT I HAVE SEEN SECTIONS A	, B, AND C OF THIS REPORT					
3 May 1971	/s/ Daniel Flores	s					
2.	b7 SUPERVISOR	R					
MONTHS EMPLOYER MAS BEEN	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXPLANATION					
20							
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE					
3 May 1971	COB,	/s/ Robert Fambtini					
3. COMMENTS OF REVIEWING OFFIC	BY REVIEWING OFFI	CIAL					
his first tour all of activity. His porsistence not of in improving hims presenting his id	proad, Subject has done outstanding attribute only in going after oper self. He has encountere	rational targets but also ed some difficulty in . he has faced up to this					
		(Continued)					
) A 1 L	COPPLIAL TITLE OF HE FIR BING OFFIC	TAL TYPED ON PHINTED NAME AND SIGNATURE					
17 May 71	COS, Quito	/s/ Paul V. Harwood					

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#### Continuation of Comments by Reviewing Official

Subject has a clear-headed approach to the collection of intelligence and is realistic in evaluating potential sources. His fluency in the Spanish language has facilitated his movement in the local community and he has developed several potentially useful sources and identified others.

In considering this officer for promotion, two facts should be kept in mind:

- a. He is probably older and certainly more mature than the average officer at his grade level. He is anxious to get ahead and this explains much of his initiative and drive.
- b. The rating officer has rated him very realistically which, in my view, adds to the importance of the outstanding rating given him on Specific Duty No. 2.

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C-O-N-F-I-D-E-N-T-I-A-L

### TRAINING REPORT

Weapons Training/Defensive Driving	Course No. 1/72	2-6 Aug Dat	ust 1971 e
TRAINEE: FLORES, Daniel	OFFICE:	WH :	t
FURFOSE AND SCOPE OF COURSE:			ı
The course provides basic pro	ficiency training i	n the use of	
weapons for self-defense and in th	e techniques of def	ensive drivi	ng
to counter vehicular kidnaping for	Agency officers be	ing assigned	
to hostile or unstable political a	nd operational envi	ronments abre	oad.
ACHIEVENENT RECORD:			
This is to certify that Mr.	Flores	has satisfact	orily
completed the prescribed course of	instruction.		
FOR THE DIRECTOR OF TRAINING:			
	Chief, Special Act  9 August  Date		ch

C-O-N-F-I-D-E-N-T-I-A-L

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## Certification of Handgun Qualification

	9 August 1971 Date
Vr. Frederick E. Owens and (Instructor CAB Steff, OTG, ISOLATION)  Identity	•
Trainee FLORES, Daniel, WH Identity	
on 2-6 August Mr. Flores was gi-	ven 28 hours
instruction in firing techniques, weapon care and	l safe weapons handling
procedures. Eubsequently Mr. Flores fired identity	the handgun qualifica-
Automatic (Cal9mm) tion course with aRevolver (Cal38 Achieving a scorweapon	258 re of 261 out
of a possible 300 . Mr. Flores identity	demonstrated that he
had absorbed the instruction on safe weapon handle	ing and that he exercises
due care and discretion. Accordingly Mr. Flore identity	s is certified as
qualified with the Revolver (Cal 9mm)  Weapon	date.

Signed

FREDERICK E. OWENS, SAB/OTO
Instructor Identity

#### Continuation of Narrative Comments

the target is good. The project is, however, in need of good human reporting assets and it is expected that as Subject overcomes a weakness mentioned in the next paragraph he will be able to devote more of his time to this important task.

The Subject has encountered some difficulty in the preparation of written material -- dispatches, intelligence reports -- and finds it necessary to spend an extended portion of his time on its preparation. The rater has discussed this with Subject on several occasions, and it is believed that his difficulty is due to a lack of experience, and that in time and with a continuing effort on his part he will develop his writing skills.

The Subject's overall attitude and response towards his professional responsibilities during the first tour have been positive. He is interested in the kind of work he is doing, likes it and is willing to put in the kind of long hours it sometimes demands without complaint.

#### Continuation of Comments of Reviewing Official

of the Base. He responds positively to guidance and direction; he is eager for new opportunities to enlarge his experience and knowledge. He appears to be completely motivated toward the work of this organization; it is a pleasure to have him in

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SECTION C	NARRATIVE COMMENT	5
overall performance. State sugges on foreign language competence, is basis for determining lature person in the wre of personal, season in the wre of personal, season to the period of the Subject's during this period of intelligence as clandestine operation will need to over potential.	ations mode for improvement of work performant is required for current position. Amplify or expensed ection. Monget of performance of money with the comment and funds, must be commented on, if to paper, overed by this report encourage to the first tour as a Case Office if has been balanced in the and maturity necessary to stional activity. He has givercome in order to achieve	at he has shown the kind successfully carry out also shown a weakness which se his full operating
management of a vertical has been under his and careful handli to a secure, uncom of support agents, information. Subjueon especially us installation has been	and the dissemination of ect's natural fluency in eful in this operation, een of a high professiona	operation which llation phase. His suro les of this operation led le recruitment and training valuable intelligence the Spanish language has llis handling of this l caliber throughout.
targetted against has been good: he	s also responsible for th the His is a good agent handler; ectives of most importance	handling of this project knows how to target his
SECTION D	CERTIFICATION AND COMME	NTS
1.	BY EMPLOYEE	
i CE	RTIFY THAT I HAVE SEEN SECTIONS A. B. AND	C OF THIS REPORT
OA 7 E	SIGNATURE OF EMPLOTES	
30 Oct, 1970	/s/ Daniel Flores	
2.	BY SUPERVISOR	
MONTHS EMPLOTES HAB DEEN UNLES MS BUPSBYIBION	P THIS REPORT HAS NOT BEEN SHOWN TO 25	SPLOYEE, GIVE EXPLANATION
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30 Oct, 1970		Robert L. Fambriat /s/
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one which has given facets of the work a very mathefactory arrival in throught aboved a protess young difficur on hi for improvement in	this a rather unusual opport this organization and of this organization and other to be became, for a short, it that period and the sustainal maturity we felt to be first tour, its has wort in quality and quality discovered years effective	one in which he has shown Shortly after his time, the Acting Chief shing change in Base Chiefs, be exceptional for a
30 <b>%</b> 1, 1970		
	t'ilm	Julia A. Malada

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			1 October 1969 -	30 September	1970
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Section C

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Narrative Comments, Cont'd

disciplined, effective manner enabling him to maintain a continuity and productivity within the Base operational requirements with security and dispatch.

Socially Subject and his wife are proving to be good mixers and both are gaining in popularity within the local communities. They both have gained the respect and appreciation of the complex not only as compatible personalities, but in her willingness to participate actively in endeavors and his professional cooperative attitude. Their optimistic and positive conduct at official and non-official functions is a credit to the Base.

Subject's native fluency in Spanish and his Latin background is proving to be a definite asset in the performance of his assigned operational tasks and ability to handle agent assets amicably and productively.

He maintains accurate accounting records and is demonstrating responsible acute cost consciousness in the use of funds and properties.

This rater's principal criticism of this employee is his tendency toward impulsiveness and too-quick judgement before weighing all the facts and implications in the pursuit of his operational requirements; however, this weakness is more a function of his inexperience in the field and will be resolved as he gains more field experience.

Subject, although exhibiting resourcefulness and imagination in performing his assigned operational tasks also has a tendency to accept the judgement of other senior grade officers too readily rather than express his own convictions and trust in his own assessment of a situation.

This rater has consoled this Officer regarding these tendencies and he is taking measures to rectify them.

In judging his over all performance, this Rater is of the opinion if he continues to apply himself in handling tasks worthy of a senior grade officer, he should be considered for a promotion to the GS=10 level at the earliest opportunity.

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SECTION C NARRATIVE COMMENTS  Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relation averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Co on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide by	
averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Co	
basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cast conscious in the use of personnel, space, envigement and bunds, must be commented and applicable. If estra space is needed to commented on a separate sheet of paper.  Unit 1940 in by  This employee, a GS-09, arrived PCS at the  Base on  13 May 1969 and has been under this Rater's supervision during this and one-half month period.  Let his first overseas assignm with this Agency.	four
During this short reviewing period, this Officer has demonstrated insight and knowledgeableness of the operations he has been assigned, and has provided a number of good ideas and suggestions for the betterment of these operations. Subject is proving to be a hardworker and has not complained of the many extra hours he has devoted his operations. He has accepted responsibilities without hesitation and is not afraid to take on difficult tasks using initiative and ingenuity in their completion. This latter quality has been amply demonstrated when the Rater was unexpectedly confined to a hospital the	n or il il to in is ficer
SECTION D CERTIFICATION AND COMMENTS	
I. BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
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2 October 1969 /s/ Daniel Flores	
2. BY SUPERVISOR	
MONTHS FMPLOYER HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION UNDER MY SUPFRYISION	
2 October 1969 Chief of Base /s/ BY REVIEWING OFFICIAL  TYPES OF PRINTED NAME AND SIGNATURE  [	
in a few short months adapted to new tasks and a new environment with mature, if modest, assurance and a professional approach which speak highly for the training and experience he has had. He has taken on in the absence of the Chief of Base and other senior officers, responsibilities uncommon to an officer of his junior position, and he has handled them in a superior fashion. He and his wife have entered in their representational responsibilities with great enthusiasm and effectiveness, and I predict a most highly successful tour for him is Because he has shown a personal and professional competence beyond his grade level, it is strongly recommended that he be con-	n- ito
sidered for promotion to GS-10 at the earliest opportunity.	

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Mr. Flores di desk. He had resi	id a fine job while he wa consibility for a variety	s assigned to the Chile of FI projects, including
several complex as	nd sensitive ones, which I	he ably handled. He had a
full workload and	in addition to his assign	ned responsibilities he was
given FI assignmer	its of every type as they	arose. On one occasion he
was sent on an ope	rational trip to support a target personal:	where he was to con-
beyond his control	nothing went as expected	d but Mr. Flores, acting
alone, improvised	and adapted to the situal	tion. This is indicative of
willing to learn a In addition Mr. Fi	nd he accepted guidance a ores writes well and this fluent in Spanish. It is	in his desk work. He was and instruction to the letter, is always an asset.
there is one thing	that Mr. Flores wants to	be that is a field case
officer. He is no	w getting that chance. H	le will soon leave on an
assignment to	I have no doubt tha d not have any managerial	t he will do very well.
MI, FIOICS UI	u not have any managerial	duties.
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	C/WH/4/Chile By REVIEWING OFFICIAL	Robert Wiccha
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1 concur	in the above assessment.	
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29 April 1969	Chief, WH/4	Raymond A. Warren

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4 COMMENT AND RELIENCE COSCIVATIONS,

Mr. Flores entered the CT Program on 11 December 1967, sponsored by DDP/WH Division. His work during formal training was characterized by determination, hard work, and a strong ambition to become a successful Clandestine Services operations officer. He responded well to supervision and guidance and experienced no difficulties in assimilating the principles and techniques covered by the instruction. In Operations Course Phase I, the key course for DDP case officers, he achieved an overall performance rating of HIGH PROFICIENT.

At the previous request of his Division Chief, Mr. Flores was, effective 10 October 1968, reassigned to DDP/WH Division.

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25 November 1968

John Gerry

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	Performance is so exceptional in relation to others doing similar wark as to warrant speci		comparison to the performance of
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Mr. Flores is a part-time staff employee who works a maximum of 19½ hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Flores agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.

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#### NARRATIVE COMMENTS.

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Guge, examined for training. Comment on foreign language competence, if required for current position, likebility elizability billed given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

JAN 30 10 48 AH 67

· Mr. Flores has continued to perform at the same proficient level cited in his previous fitness report. The ratings and remarks appended to this report, accordingly, still remain applicable.

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SECTION D	CERTIFICATION AND COMM	ENTS
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DATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED MANE AND SIGNATURE
26 January 67	Chief, WH/COG/CICS	Harry T. Mahoney
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Mr. Plores turns in a good pieco of finished work and has demonstrated increasing ability as a Case Officer. As soon as he graduates I plan to recommend him for CT training. I have discussed the matter with him and hepplans to make a career with the Agency which will be mutually advantageous to him and the Agency.

30 Jan 67

Deputy Chief, WH/COG

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CTION C NARRATIVE COMMENTS

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Mr. Flores is a part-time staff employee who works a minimum of nineteen hours per week; he is also wifull time college student in his senior year, majoring in political science and specializing in Latin American studies. Subsequent comments should be prefaced by the statement that Mr. Flores' overall performance of his assigned duties would be considerably more efficient if he were able to devote full time to his assignment. On the other hand, Mr. Flores is preparing himself academically for a useful career with the Agency and in the rater's opinion shows promise of becoming a very capable and competent officer.

Mr. Flores is bilingual and has served very efficiently as a translator for the Branch. He has gained very valuable experience as a case officer in the handling of two contract agents of WH/COG/CICS and in doing so has demonstrated tact, sound judgment and a fine ability to handle people. Mr. Flores is very personable, intelligent and makes an excellent appearance. With the completion of his studies he should be able to make the transition from Intelligence Assistant to Junior Case Officer, which the rator heartly recommends.

SECTION D	CERTIFICATION AND CO	DIMMENTS
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30 November 66	DC/WH/COG/CICS	John A. Castoro
3.	BY REVIEWING OFFIC	IAL /
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30 Nov 1966	Chief, WII/COG/CICS	Harry T. Mahoney

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SECTION C	MARRATIVE	COMMENT
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Indicate significant strengths or weaknesses demonstrated in current position keeping in process perspective, their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Commen on foreign language competence, if required for current position. Amplify or explain notices given in Section B to provide best basis for determining future personnel action. Manage of performance of managerial or secondary duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable it extra space is needed to complete Section C, oftach a separate sheet of paper.

Mr. Flores is a part-time staff employee the works a maximum of 19g bours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in relitical science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Ploss agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.

SECTION D	CERTIFICATION AND CO	DMMENTS
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3.	BY REVIEWING OFFICE	
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		•	•	or to separation, D								
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P - Proficient	Perfor	monce is more	than s	atlisfactory. Desired	rosult	s are be	ing pro	duced in a p	profici	ent mo	inn <b>e</b> f.	
S - Strong				ed by exceptional pro		- 1						
O - Outstanding	Perfor	mance is so e	xcaptio	nal in relation to req s to warrant special	uireme racaan	nts of th	e work	and In com	parisa	n to th	e perfora	nance of
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manner in which e	mploye	a parforms EA	CH spe	uties performed during cific duty. Consider and on their ability to	ONLY	offectiv	ono 5 5	in performa	nce of	that	duty. All	
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SECTION C	NARRATIVE COMMENT	\$ 1 162 an en							
		eaping in proper perspective their relationship to							
overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment									
on foreign language competence, if required for current position. Amplity or explaininglying given in Section B to provide bast basis for determining future personnel action. <u>Manner of performance of managerial brisgners say</u> duties must be described, if									
applicable.		V V FILL							
Mr. Flo	ores was a particularly useful	and versatile employee in the							
WH/SA counterintelling	ence operations unit Although	h he had no energtional training							
WH/SA counterintelligence operations unit. Although he had no operational training									
or previous operational experience, he learned rapidly and performed well the									
operational support type duties assigned to him. His fluent knowledge of the Spanish									
language, his willingness to learn and perform tedious tasks, and his conscientious									
approach to his work were important factors in his performance. His previous									
assimments in the DI	Division and in WH/CA as a 4-	eriormance. ms previous							
Assignments in the ru	Division and in whysa as a ti	ranslator and in conducting name							
traces gave him a good	background,								
With res	spect to specific duty #3, on t	wo separate operations in							
Mr. Flores	participated in the training an	d preparation of agents for							
In th	e first operation he interprete	ad for training in							
1100	ed malatad subjects. The man	ed tot training in							
) ai	nd related subjects. The seco	ond operation involved							
only. This experience	enable Mr. Flores to perforn	n duties (specific duty #3,)							
relating to communicat	ions with agents	•							
	res plans to continue his unive	ersity education and attain a							
dormon Ammanmania	have been completed as that	he was a week to the t							
degree. Arrangements	have been completed so that	he may work in the Agency on a							
part time basis beginni	ng in January 1965. He will a	ttend classes at a local							
university as a full time	e student.								
Mr. Flo	res was promoted from GS-04	to GS-05 on 16 March 1964. He							
has been performing du	ties at the GS-06 level, and he	should be promoted							
ims been performing au									
		(see page two)							
SECTION D	CERTIFICATION AND COME	NTS							
l,	BY EMPLOYEE	od dystawn ne to st. 19. hove one sakana ukukana gaka pagama mangampung gapagathang nyagaba dijatibalikan							
	RTIFY THAT PHAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT							
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2.	BY SUPERVISOR								
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the strategie of	C. WH SA CL (WILC SP)	Marold F. Swenzon							
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Mr. Flores is cost conscious and effective in the use of space, equipment and funds.

Mr. Flores does not hold a supervisory position.

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AMPLOTEE SERIAL NUM	
FITNESS REPORT	BFH _
036130	
SECTION A GENERAL	
FIORES Daniel (Musilie) I DATE OF BIRTH 5. SER 4. GRADE 5. 30	
6. OFFICIAL POSITION TITLE	
Translator DDP/S.A.S. Washington, D.C	
9. CHECK (4) TYPE OF APPOINTMENT	non 14 07 100 and
CAPERA RESERVE TEMPORARY INITIAL REASIGNMENT SUP	ENVISO
CARELE-PROVISIONAL ISSO MODERATIONS - SECTION C) ANNUAL AREASSIGNMENT EM APPECIAL (Specify):  X SPECIAL (Specify):  X SPECIAL (Specify):	PLOYER
SPECIAL (Specify):   X   SPECIAL (Specify): Promotion Recommendat	1011
10 June 1963 to 6 December 1963	
SECTION B PERFORMANCE EVALUATION	-
Work Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category repositive remedial action. The nature of the action could range from counseling, to further training, to play probation, to reassignment or to separation. Describe action taken or proposed in Section C.	eguires na gr.io
A - Adasugge Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency excellence.	nof
P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.	
5 - Strong Performance is characterized by exceptional proficiency.	
O - <u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performance others doing similar work as to warrant special recognition.	• 61
SPECIFIC DUTIES	-
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describenance in which employee performs EACH specific duty. Consider ONLY affectiveness in performance of that duty. All emports on the supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).	ployees
Translates material from Spanish to English and vice-versa. Translates agent messages.	ATING ETTER
Performs name traces, analyses, extracts and summarizes obtained information.	ATING ETTER
	P
PPECIPIC DUTT NO. 4	ATING
Writes and prepares dispatches, cables and memoranda.	TTAR
	A
	FING FIER
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OVERALL PERFORMANCE IN CURRENT POSITION	Malan denotes
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SECTIONIC

#### HARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. Stute suggestions made for improvement of work performance. Give recommendations for training. Common on foreign language competence, if required for current position. Amplify or explain rutings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

proficiency in Spanish he was assigned to translating duties and immediately proved to be an invaluable asset to this office as well as to the Staff as a whole. He worked many late hours and weekends helping to facilitate the flow of translations from this office to the different components within SAS. His performance of these duties can best be characterized as "exceptional" in all degrees.

Mr. Flores expressed a desire to move into a position of greater responsibility and this request was readily granted approximately one month ago. He is currently being trained as an intelligence assistant in Ops Support functions and his performance to date has been excellent. In his new duties Mr. Flores requires very little supervision. This can be attributed in part to his degree of intelligence as well as the background he obtained for his present duties while assigned to his previous job in RID/INDEX. Mr. Flores spent approximately one year in his former job and the knowledge he brought with him reallting to name tracing procedures has enabled him to grasp the duties of his new position quite rapidly.

As a means of furthering his education Mr. Flores is attending American University at night. He has expressed a desire to obtain some agency training and would like very much to be enrolled in the Intelligence Orientation Course as soon as possible.

Mr. Flores entered the agency as a GS-4 in March 1962. It is strongly precommended that he be promoted at the earliest possible date to a GS-5.

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in u. in	CHIEF, SAS/INTIL	JUST K. ALM .
responsibil be promoted	ity, and I support the	f the supervisor, concurinto a position of greater recommendation that Mr. Flores dation.
3. (5 ) 4	BY REVIEWING OFF	ICIAL
17 Dec 3963	CHIEF, SAS/ICS	JOSEPH A. HOUGHAN
Months employee has been under my supervision been by Supervision		N TO EMPLOYEE, GIVE EXPLANATION
2.	BY SUPERVISO	R .
17 Dec 1963	Daniel Flores	and Cherry
	I CERTIPY THAT I HAVE SEEN SECTIONS	A, B, AND C OF THIS REPORT
11.	BY EMPLOYE	
SECTION D	CERTIFICATION AND	COMMENTS

SECRET

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	NESS REPORT		036130	
SECTION A		NERAL		
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8. OFFICIAL POSITION TITLE		7. OPP/DIS/BR OF ASSIGNME		M
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I DATE REPORT DUE IN D.P.		18. REPORTING PERIOD (From	- 10-)	
30 April 1963		13 December 1962	- 31 March 1963	
ECTION B	PERFORMANC	E EVALUATION		
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	satisfactory. Desired	l results are being produced in	a proficient manner.	
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0 - Ovisionding Performance is so except		julrements of the work and in c	omparison to the perfor	mance of
others doing similar work				
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let up to six of the most important specific anner in which employee performs EACH s ith supervisory responsibilities MUST be r	pacific duty. Consider	ONLY affactiveness in perfor	mance of that duty. A	il employee
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ECIPIC DUTY NO. 3				RATING
				LETTER
ECIPIC DUTY NO. 4	,			RATING
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ECIPIC DUTY NO. 8				RATING
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CIFIC DUTY NO. 6	*			RATING
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#### SECTION C HARRATIVE COMMENTS

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App. 23 4 13 PN 163

During this reporting period, Mr. Flores continued to conduct himself in the exceptionally proficient manner which was noted in Mais Right Fitness Report. He is one of two name tracers who specialize in a particular area, a fact which tends to increase the difficulty as well as the responsibility of name tracing. In spite of this burden, Mr. Flores has consistently maintained an above average level of production and an exceptionally high quality in his finished products.

Mr. Flores is a conscientious and highly motivated employee who evidences a sound sense of responsibility. He has frequently voiced a desire to take advantage of any career opportunities the Agency may offer to him. He is currently enrolled as a full-time student at the American University.

SECTION D	CERTIFICATION AND COMM	ENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	ID C OF THIS REPORT .
10 april 1913	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPENVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO A	JPLOYEE, GIVE EXPLANATION
10 months	OFFICIAL TITLE OF SUPERVISOR	TYPES OR PRINTED NAME AND MONATURE
10 april, 1963	Deputy Chief, RID/FI (U/S) BY REVIEWING OFFICIAL	JAMES J. RALEY, Jr.
COMMENTS OF REVIEWING OFFICE		
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146 mil 1951	Chief, RID/Index	AUTREY L. POSKY
	: Chawa Mapi Andra	ACTOR TO LOUIS

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A - Adequate P - Proficient	excellence.	e all regulaements. It is a		,			•	ncy nor
5 - Strong		aracterized by exceptiona		•	~~uc+u in 0	proncions	OniteTa	
	Performance is so	exceptional in relation to ar work as to warrant spec	requireme	ms of the wor	k and In com	parison to	the perform	once of
		SPEC	CIFIC DU	ries				
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#### SECTION C

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amolify or explain ratings given in Section 8 to average best basis for determining future personnel action. Mannet of performance of managerial or supervisory duties must be described, if applicable.

From the outset Mr. Flores has shown many characteristics of an above-average employee. His initial training in the intricacies of his duty assignment was marked by a high degree of application, interest, and achievement. Since that time Mr. Flores has provem himself a conscientious and responsible employee, one whose work record is distinguished by a high calibre of quality and quantity.

Because of his fine record, Mr. Flores was chosen one of the three are specialists for this section. He specializes in the Spanish-Portuguese area and his work is characterized by exceptional proficiency.

At present Mr. Flores is registered at American University as a sophomore. Insumuch as he has exhibited both potentiality and strong working habits, I recommend that Mr. Flores be given the Professional Battery Test at the earliest opportunity.

SECTION D	CERTIFICATION AND COA	ILLENITE									
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### REPORT OF TEST RESULTS (CLERICAL SKILLS)

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FLORES, Daniel (HMI)		File Clerk	05-4	4 August 1935					
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	THIS INFOSPORTION IS FOR AUTH	CRISED PERSONS ONLY TEST SCORES ARE NOT	TO DE REVEALED TO EXAMENER.
		SSMENT AND EVALUATION STAFF (RESULTS (CLERICAL)	1h Farch 1962
NAME	FIORES, Daniel (DC)	GB-1. The Clone	PERSONNEL OFFICER

TEST RESULTS ARE AN INTEGRAL PART OF THE FACT FINGING PHASE OF MOST PERSONNEL OPERATION". EVALUATION OF THESE MEASUREMENTS IN RELATION TO OTHER FACTUAL MATERIAL IN THE PERSONNEL REFORD PROVIDES ONE OF THE BASES FOR THE SELECTION AND PLACEMENT OF APPLICANTS AND FOR COUNSELING BITM NEW IMPLOYEES. MOBINER. THE DECISION AS TO BRETHER AN INDIVIDUAL CAN AND BILL PERFORM THE DUTIES OF A SPECIFIC JOB MUST REST ON THE JUDGMENT OF THE RECRUITER OF PLACEMENT OFFICER, BMO CONSISERS ALL ASPECTS OF THE INDIVIDUAL'S ABILLITY, BACEGROUND, AND PERSONALITY IN RELATION TO THE REQUIREMENTS OF THE AGENCY.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE BY COMPARING HIS SCORES WITH THOSE OF A NATIONWIDE GROUP OF TWELFTH GRADE STUCENTS OF THE SAME SEX.. SPECIFIC APTITUDES ARE IDENTIFIED BY USING A VARIETY OF TESTS RANGING FROW WORK SAMPLES OF FILING AND CHECKING OF THE STORE FOUR GREEPAL CONCEPTS SHOULD BE REPT IN WIND: {1} TESTS ARE DNEE FFECTIVE IN SCREENING OUT POTENTIAL FAILURES THAN IN IDENTIFY FYING THOSE WHO BILL PERFORM SUCCESSFULLY. (2) PERSONS WHOSE SCORES ARE PRIDOMINANTLY IN THY LOREST 16% GROIMARILY ARE NOT SULTED FOR OFFICE WAR. (3) MOST JOSS DO NOT REQUIRE MIGH SCORES ON ALL TESTS. BUT MAYE A RANGE WIFTHIN WHICH PEOPLE CAN DO THE BORN EFFECTIVELY AND TEND TO TENDIN ON THE JOS. (4) EFFICIENCY IN PLACEMENT MECESSITATES MATCHING THE JOS AND THE TIME THOSE WHO ARE OVERQUALIFIED AND THOSE WHO ARE UNDERDUBLIFIED ARE LIKELY TO QUIT.

A DESCRIPTION OF THE SIX TESTS IN THE BATTERY IS GIVEN ON THE BACK OF THIS FORM. IN CASIS WHERE THE PATTERW OF THE TEST SCORES APPEARS TO INDICATE APTITUDE IN PARTICULAR AREAS THIS WILL BE NOTED IN THE REMARKS SECTION, WHERE RESEARCH STUDIES WAYE SEEN CONDUCTED ON THE RELATIONSHIP OF THE TESTS TO JOB PERFORMANCE THESE COMMENTS WILL RELATE TO SPECIFIC JOBS. THIS SECTION MAY ALSO INCLUDE A BRIEF ANALYSIS OF THE INDIVIDUAL'S POTENTIAL IN RELATION TO HIS INTERESTS AND BACKGROUND.

CONSULTATION OF FURTHER INFORMATION REGARDING INTERPRETATION OF TEST SCORES IS AVAILABLE BY CALLING EXTENSION 8017.

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of Chief of Base in Latin America.
I have served three tours overseas and a four-year tour at Headquarters
in Cuban Operations. In the past ten years I have gained experience in
technical operation, operations related to the priority and hard targets.
and, prior to my assignment to as supervisor of one of the
four branches in Cuban Operations. In my responsibilities
consist of the supervision and administration of an man unit composed
of nationals which I manage and direct operationally in co-
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fifteen months.
Should the Chief of Base position in become available in th
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amonable to an extension in ______ for a period of 12 to 10 months depending on the timing of the assignment. If I were to be assigned to a country where an additional language is needed, time for language training should be taken into consideration.

In the event that a position as Chief of Base does not become available within the next year or two, my second choice is to be considered for a War College either for calendar year 1980 or 1981. This would enable me to more fully participate in the Agency's rotational program and would provide me with a higher level of training needed for career mobility in the Agency.

My third choice is to be considered as a candidate for the agency's management program at one of the participating Universities in the United States with the intention of accepting a field assignment immediately after the termination of this training. I am prepared to make all the necessary arrangements toward this end (i.e., applying for admission, etc.) provided a list of Universities is furnished to be.

As noted above, I am willing to remain in _______ through the summer of 1981 if my first choice is approved. In the event that my first choice cannot be granted I would be available to return to the United States in the summer of 1980 to prepare for my second or third choice. Should my second or third choice not be granted, I would prefer to return to the United States for an assignment in Washington.

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Central Processing Branch has been charged with responsibility for ensuring that all employees processing RUS to the field have reviewed the field version of the Employee Commet Hamiltook. You will not be checked cut for your proposed travel until you wign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Hamiltook.

MEKORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 9 July 1970.

DANIEL FLORES

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Daniel Flores

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#### I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE ENPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR RERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CHEDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPODENTS, YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THEY MAY WAIVE THE REIMBURSEMENT OF EYPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND THANSPORTATION, WHICHEYER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU MAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL.ARE CONTINGENT UPON YOUR WILL INGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ANY MONTES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

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NAME OF POST OF ASSIGNMENT MOXICO CITY					
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OTS/Training Branch

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### TRAINING REPORT/CERTIFICATION OF HANDOWN QUALIFICATION

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STUDENT	r: Fioid. 3, Daniel	OFFICE:	IA	SD:	D	
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#### TRAINING PEPOPT

### Instructor Training Workshop

Student: Flores, Daniel Office: OTR

Year of Birth: 1935 SD: D

Grade: GS-12 EOD Date: 1962

Number of Students Estolled: 6 Date of Course: 7/26 - 8/8/76

### COURSE OBJECTIVES -- CONTENT AND METHODS

The Workshop objectives provide participants with a knowledge of the major principles, methods, and practices of effective instruction, and an opportunity to develop skills as an instructor by applying this knowledge in an instructional actting. Participants are able to analyze their audience and teaching objectives, prepare lesson plans, effectively present the material to be learned, and then evaluate the results of their training efforts.

The instruction required maximum student involvement with major emphasis on the application of instructional methods in the students presentation of units of instruction. Students were not graded during the Workshop, but they were constructively evaluated by the instructor and fellow participants both verbally and through the use of video tape.

Students were required to give a fifteen-minute lecture, a twenty-minute demonstration, and a fifty-minute lesson in his basic subject.

### ACHIEVEMENT RECORD

This is a certificate of attendance only, since examinations are not used in the course.

FOR THE DIRECTOR OF TRAINING

STANCEY W. SPECKER

Chief Instructor

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MEMORANDUM FOR THE RECORD

SUBJECT: Meritorious Unit Citation -- Cuban Operations Group, Latin America Division

On 13 November 1975 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Cuban Operations Group in recognition of the outstanding performance of the following employees from 1 October 1974 to 30 September 1975:

Felipe Acevedo Carol A. Barr Vivian A. Barry Mary Musgrave Thomas G. Clines Nestor D. Sanchez Mary D. Felton Daniel Flores Ann Goldsworthy Len Therry Clyde I. Hinkley Christine Hopkins Donald Venute William Watkins Myron M. Kline

> Austin, Jr. Recorder Honor and Merit Awards Board

Distribution:

1 - Each OPF

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1 - Exec Sec/HMAB

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7. NUMBER AND AGES OF DEPENDENTS WHO WIL	L TRAVEL	. WITH YOU			
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8. PERSONAL CIRCUMSTANCES THAT SHOULD BE	CONSIDE	REU IN DETE	MINING NEXT 455	IGNMENT	
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ı	118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE
- 1	FOR MIXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 6 3 (for Int. 2nd. and 3rd choice) in Remaining bures,
-1	COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
4	
1	X EXTEND TOUR 14 MONTHS AT CHREAT STATION TO 31 NOVEMBER 1974
- 1	(bart)
- 1	BE ARRIGHED TO MORES FOR A TOUR OF DUTY- INGICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE,
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1	Concur. This officer is doing a good job on his assigned targets and
1	his overall abilities give the Station a flexibility it often needs to
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#### I. GENERAL

LT IS UNDERSTOOD THAT YOU ASKEE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BLOW AND THAT THE SOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENCE AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SAFESFACEORY COMPLETION OF THIS PERIOD, YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCOMPLANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANERS ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR APPLYAL ABROAD, YOU WILL BE REQUIRED TO PERMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCOME IN THE TRAVEL AND THANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR MOUSTHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD FOR WILL NOT BE INTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF FOURSELF. YOUR DEPENDENT AND YOUR HOUSEHOLD AND REPOONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, ASENCE OFFICIALS DITEMINE THAT YOUR EARLY DEPARTURE IS MICEOSARY FOR OFFICIAL RESONS, OR TOP PERSONAL HEASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THE MAY WAIVE THE RELIMBURGE-MENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN SPAYEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE SPECIFUL HOME LEAVE AS 300M AS IT CAN BE ARRANGED AT GOVER-BMENR CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBES TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MOUTHS OF CONTINUOUS CHEDITABLE SERVICE OUTSINE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTIMPLATION BY ACTUSY OFFICIALS THAT YOU WILL HETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ARY MONIES DUE YOU FROM THE COVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS ACREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IS APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

Daniel Flores	D .					
11. Tour Of	DUTY ABROAD					
Currently Gunyaquil, Ecuador and	Next Assignment: L	ima Peru				
2. PERIOD OF SERVICE ARROAD AS PRESCRIBES IN A. B. ON C. DI	r.cow					
A. STANDARD TOUR OF DUTY OF 24 MONTHS X	C. NONSTANDAND TOUR OF CUTY OF WONTHS FOR THIS TOUR CALLE FOR THE EMPLOYER SIGNING THIS ACRESMENT. (See MR 20-18)					
	REQUESTED (	reac attached)				
	OPERATING GFFICIAL					
8.	CO	NCUR				
PREVIOUSLY APPROVED PER HR 20-18.	CARECH SIPPICE	DEPUTY DIRECTOR				
OPERATING OFFICIAL	APP	ROYED				
Lan Dure Melanilles	DIRECTOR OF PERSONNEL					
	ACE OF RESIDENCE					
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B. PHYSICAL DEELLING PLAIS (Permenent Pt unfoce address in stem 6 is approved		6 other PLACE REQUESTED (Requested Personnel Place of Residence of different from item 3)				
FULL ADDRESS.		FULL ADDRESS				
Washington, D, C.		•				
		CONCUR CONCUR	5078			
	•					
APPROVED		APPROVED				
Fruit UIBECTOR	DATE	DIRECTOR OF PERSONNEL	DATE			
11.13 / 1	5.20.71					
- Carriera J		LEAVE POINT				
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9. DESIGNATION PER STEM 7 ABOVE	<del></del>	10. DESIGNATION PER ITEM 8 ABOVE.				
FULL ADDRESS		FULL ADDRESS				
Milwaukte, Oregon						
		CONCUR				
Parents-in-law	NT	DEPUTY DIRECTOR	SATE			
fon APPROVED		APPROVED				
DEPUTY DIRECTOR	DATE	DIRECTOR OF PERSONNEL	SAFE			
U. Bang	5-20-71					
/	EMPLOYEE CI	ERTIFICATION				
I have read and underst as described in this agreeme		ce obligations and travel entitle	rents			
SICHATURE OF EMPLOYEE	-(-/-)	DATE				
See Dispatch Attache	d Lanu	l ( 5/20/7	1			

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## CONFIDENTIAL

	· (When Filled In)			
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		512-672-6061		
Jose S. Flores	Pox 39, Conzales, Teyas 78629	512-61	72-6061	
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PERSON RESIDING  (Mr. Mrs. Miss) (No. Street City, State, 21p)  Regulation Plores (Deceased)  Agustina Plores (Deceased)  Agustina Plores (Deceased)  Agustina Plores (Deceased)  Agustina Plores (Deceased)  Agustina Plores (Deceased)  Agustina Plores (Mrs. May 11 any, has been in an emergency.  Mrs. Person Residing  (Mr. Mrs. Miss) (Last-First)  E accures (No. Street City, State, 21p Code (Pr. Mrs. Miss)  Response (No. Street City, State, 21p)  Response (No. Street City, State, 21p)	DPON ME FOR AT LEAST 51% OF THEIR SUPPORT A 15). SPECIFY HAMES AND RELATIONSHIPS.  IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCE HELAID STATE OF BIRTH  TO AND NAME OF EMPLOYER. IF APPLICABLE HOME STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE O	ND MEET OT  RELATIO  Y  TONSHIP  HOP-IN-1  FELEPHON  1379-7620	HER REQUI	IRE-
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5. VOLUNTARY ENTRIES
Experience in the handling of employee emergencies has shown that the absence of certain personal data often de lays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH BUICH THE ACCOUNTS AND THE NAMES IN MNICH THE ACCOUNTS ARE CARRIED.
The Riggs National Rank, Februal Office, 1750 Pennsylvania Avenue, N.A., Mashington D.C.
ARE YOU A MEMBER OF THE HORTHBEST FEDERAL CREDIT UNION? TO NO
IF YES, DO YOU HAVE A JOINT ACCOUNT? YES X NO
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? X YES NO. (II "You" where is document located?)
HAVE YOU PREPLANNED AN APPRANCED GUARDIANSHIP OF YOUR CHILCREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES X NO. (Ef "You" give name(s) and address)
HAVE YOU EXECUTED A POWER OF ATTORNEY! YES X 13. (16 "Yes", who possess the power of attorney")
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS
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7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY
RESIDENCE WHEN EMPLOYED (Full Address)  PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 82-3  (Full Address)
CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3) (To Be Completed by Replayer Designs Such Change While Assigned to Neadquarters)
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13 May 1969	REQUESTED DATE OF DEPARTURE 15 May 1971	CHECK	ed care of first in at ho ~ ne 1971	otsired date After Leave 1 August	to export to outs
7. NUMBER AND AGES OF DEPEND	OFNTS WHO WILL TRAVEL	WITH YOU:			
Spouse (Expecting	. /	rch 197	1)		
B. PERSONAL CIRCUMSTANCES TH	AT SHOULD BE CONSIDER	RED IN DETER	WINING NEXT ASS	SHMENT:	
NA  ** List Your Major Duties our (also estach personal cove Case Officer respagainst including related support a and other reports	ponsibilities  agents; prep	includ:	ing running of intelli	g project ts agent ha	miling and
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU  1. Soviet Operat co-crdinate t 2. Language trai to serve in	chis course wi Ining. Prefer	th my h	ome leave	in the summ	er of 1771.)

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11. PRIFIRENCE FOR NEXT ASSIGNMENT:
II OFTCHIST BRIEFLY THE TYPE OF WORK YOU BOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment.
119. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT FOUR BY CHECKING IN APPROPRIATE BOS. ALSO INDICATE PREFERENCE FOR NERT REGULAR ASSIGNMENT BY INSERTING 1. 2. & 3 (for list, 2nd, and Jrd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REGUESTING AN EXTENSION OF YOUR TOUR.
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TO BE COMPLETED BY FIELD STATION
It is believed that this officer's performance at his present post of assignment has provided sufficient indication of his competence as a field case officer, and that he should have no problem filling a Soviet Operations Officer slot at a medium sized field installation. He should attend the Soviet Operations Course prior to such assignment.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
13, IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYIE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENGATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
WH Division has selected Mr. Flores for assignment to Lima in
September 1971.
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MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

Recommendation for Promotion to Grade SUBJECT GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.

- 2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the Wil Division while attending the American University. He received his AB degree in 1907 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1908. After rejoining the Wil Division, he was selected for assignment as an operations officer at Base where he arrived in May 1969. Hr. Flores is bi-lingual in Spanish.
- 3. Both as a Headquarters and field operations officer Mr. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the Base officer in charge of [ operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Mr. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior ranner. In addition to his operational competence, the Chief of Base has observed that Ar. Flores' ability to develop social relations with case has been a distinct asset for the Base.
- 4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

William V. Broe bestern demisphere Division

S20: 37

CONFIDENTIAL (When filled in)

#### IMPORTANT

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PCS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 28 October 1964.

Citizatura

DANTEL PLOPES

CONFIDENTIAL

Group 1 - Excluded from automatic development and declaration.

# CONFIDENTIAL (when Filled In)

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filed in the employee's official person		the event of an empi-	oyes emergenc	y, into term will be
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UNITED STATES GOVERNMENT

Personnel Office

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# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO	COM	PLET	e thi	S FO	RM—
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# FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
   Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

2	FILL IN THE IDENTIFYING  NAME (INH) 036 (SIN)  Flores Do  EMPLOYING DEPARTMENT OR AGENCY	niel 4 Hugust Fiss
3	MARK AN "X" IN ONE OF  Mark here if you WANT BOTH optional and regular insurance  (A)	THE BOXES BELOW (do NOT mark more than one):  ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE  I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance.  This optional insurance is in addition to my regular insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance (B)	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE  I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not effected by this declination of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance  (C)	WAIVER OF LIFE INSURANCE COVERAGE  I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program I understand that I cannot cancel this waiver and obtain regular in surance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age to and present satisfactory medical evidence of in surability. I understand also that I cannot mee or later have the \$10,000 additional optimal insurance unless I have the regular insurance.

4 SIGN AND DATE IF YOU MARKED BOX "A" OR "C"; COMPLETE THE "STATISTICAL STUB" THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE	FOR EMPLOYING OFFICE USE ONLY
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### - TRAINING REPORT -

Operational	Inter	rrogat	ion Ccu	rse	llo.	2-69	
Operational (Full to	me -	three	weeks)	4 -	22	November	r 1968

Student: Flores, Daniel

Office: WH

Grade : 08

EOD : Mar 62

Number of Students Enrolled: 9

Service Designation: D

### COURSE OBJECTIVE

To teach the student to interrogate and to manage interrogation.

# PATINO

Class Performance : Satisfactory

Interrogation Aptitude: Average

# GENERAL CLASS PERFORMANCE

Excellent: 3

Satisfactory: 6

Unsatisfactory: 0

# GENERAL CLASS APTITUDE POR INTERROGATION

High: 2

Average: 6

FOR THE DIRECTOR OF TRAINING:

17 DEC 1958

Chief Instructor

8-E-C-R-E-T

OPERATIONS COURSE (FULL TIME)	Course No. OC-1-3/4-68		No. of Began	Finished '0	Dates of Of May - 16 August	•
(FULL LINE)	STUDENT IDENTI	FYING INFOS	NATION		11/2/11/2017	1. 1. 1. 1. 1. 1. 1.
NAME OF STUDENT	YOB		DATE	OFFICE	<b>C</b> 5	g _L
FLORES, Daniel	173%	March 18	<i>A</i> 3	CTP	60	523
	PERFORMANO	E EVALUATI	RO.			
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A - Alequate	Hes schieved th				actory, ch	aractes
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#### S-E-C-R-E-T

#### LARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overell performance in the Operations Course. This section amplifies and explains. as necessary, the rating letters given above.

Mr. Flores' overall performance in this course was at the high proficient level. He is a very friendly and personable individual who put forth a good deal of effort to do well in the course. Mr. Flores takes a very practical approach to solving problems and his attitude throughout the course was excellent.

Mr. Flores acquired a good understanding of the principles and techniques of Clandestine Services operations, and in problems requiring face-to-face encounters with simulated agents in the live exercises he came through as a very friendly and personable individual. He was particularly effective in debriefing situations and demonstrated flexibility in meeting the problems that arose during the simulated agent meetings.

Mr. Flores demonstrated a good understanding of Claudestine Services programs in Foreign Intelligence, Counterintelligence and Covert Action. His performance was graded strong in handling of a simulated walk-in defector, and in a Counterintelligence case study and a Covert Action case study his understanding and analyses were judged highly proficient. He received a rating of adequate in photography.

Mr. Flores has good writing skills and acquired a thorough understanding of intelligence and operational reporting procedures and formats of the Clandestine Services. His intelligence reports were consistently complete, accurate and clear. His operational reports suffered occasionally from weak organization, and on one occasion he had difficulty distinguishing operational from intelligence information; but his reports were generally complete and accurate and showed a sound : understanding of operational reporting requirements.

Mr. Flores is a personable and intelligent individual who got along very well with his colleagues and with the instructors. With his excellent attitude and strong desire for a career in the Clandestine Services together with his willingness to work hard, Mr. Flores should have little difficulty in developing into an effective case officer as he gets greater experience.

FOR THE DIRECTOR OF TRAINING:

Chief Ingtructor

23 August 1968

S-E-C-H-E-T

### TRAINING REPORT

Operations Course, Phase II-3-68 ( 416 hours, full-time)

4 March - 3 May 1968 (Date)

Student

FLORES, Daniel

Office

: CTP/OTR

Year of Birth:

1935

Service Pesignation: BJ

Grade : GS-07

No. of Students: 60 Began; 60 Finished

EOD

March 1962

#### COURSE OBJECTIVES:

The course is designed to prepare junior clandestine services officers for duties related to the conduct of Special Operations. Upon completion of training, the officer will be capable of developing and implementing actions which will contribute to the elimination of subversive insurgency in the underdeveloped area of the world in furtherance of U.S. policy. He shall also be capable of developing plans for the conduct of Special Operations in support of United States military operations in wartime; and will be able to plan for the use of special ground, air, and maritime operations in direct support of other intelligence activities.

#### ACHIEVEMENT RECORD:

The performance rating and narrative comments below are derived from a synthesis of all observations and evaluations submitted on each trainee by the instructor staff. Student rating is indicated by the asterisk.

INCOMPLETE O

ADEQUATE O

PROFICIENT + 48

STRONG 12

#### NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who demonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-03 did not fluctuate appreciably from beginning to end.

Mr. Flores was always mentally alert, receptive to instruction and responsive to instructional exercises. He cheerfully accepted all responsibilities, consistently produced satisfactory results, and appeared to demonstrate a sense of pride in his accomplishments. His conscientious effort, sincerity, and cooperative attitude enabled him to develop a sound working relationship with his colleagues.

Continued on Page 2

# TRAINING PEPORT

Operations Course, Phase II-3-68 (416 hours, full-time)

4 March - 3 May 1968

Student

: FLORES, Daniel

Office

: CTP/OTR

Service Designation: SJ

NARRATIVE COMMENTS (Continued)

The degree of performance attained in the course indicates Mr. Flores has gained a sound familiarization of the Special Operations activities, responsibilities, skills, and concepts.

POR THE DIRECTOR OF TRAINING:

Cnief Instructor, operations foursy, Phase II

2

S-E-C-R-E-T

#### TRAINING REPORT

NAME OF TRAINEE: Flores, Daniel CCURSE: CS RECORDS II

(Bicgraphic Research)

DOB: 1935 3D: SJ

DATE: 9 - 16 May 1968

OFFICE: CTP GS: 07

HCURS: 30 - part time

# **OBJECTIVES**

1. To provide briefing in the CS requirement for bicgraphic research, the importance of this research in the investigative process, and in the importance of the role of the bicgraphic researcher.

2. To provide instruction in the nature, content and means of access to repositories of biographic information in the CS and other elements of the Agency and the community.

3. To introduce the concept of research and investigation and the processes involved therein, and to provide practical work in research as done at headquarters.

4. To alert the students to the nature of analysis in producing finished reports of biographic research.

5. To provide practice in writing the report of biographic research.

#### METHOD OF INSTRUCTION

The course is presented by means of lecture, discussion and demonstration. More than fifty percent of the class time is devoted to an exercise in biographic research, an exercise in analysis of the materials recovered, and preparation of a report of the research.

### ADJECTIVAL RATINGS USED IN THE TRAINING REPORT

EXCELLENT Student demonstrated unusual competence in achieving the course objectives. His understanding of the course

content was unusually thorough and perceptive. Where skills were taught, he descriptived particular facility

in their use.

SATISFACTORY Student's achievement of the course objectives was competent. He demonstrated good understanding of the course content. Where skills were taught, he demon-

strated basic facility in their use.

UNSATISFACTORY Student did not demonstrate adequate competence.

Although he may have made some progress, he fell
short of the minimum standards for achievement of

the course objectives.

SECRET

# NARRATIVE RATING OF ACHIEVEMENT:

Mr. Flores showed considerable ability and experience in his handling of the practical problem. He should have no trouble in doing work of this kind with a minimum of supervision.

Overall adjectival rating of achievement:

Satisfactory 1

Overall adjectival ratings of achievement of all employees in the course:

EXCELLENT:

2 SATISFACTORY:

14 UNSATISFACTORY:

Attendance at this course does not provide the student with operational knowledge and background sufficient to qualify him as an independent researcher, capable of making operational judgments.

NOTE: CS Records I (Introduction to Records) is a prerequisite for this course.

FOR THE DIRECTOR OF TRAINING:

2 4 MAY 1968

Date

Ajourje

Charles H. Schafer Chief Instructor

- 2 -

SECRET

When	8	. 11	ed	In

		(When Fi	iled (n)					
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FLORES, Daniel		35	Mar	1962		СТР		7 SJ
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telligence. The rating is not		•		•				
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FOR THE DIRECTOR OF TRAININ	G: CHIEF	Thell	in D	Sch	G.TT		**	
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#### S-E-C-R-E-T

#### FERFURNANCE RECORD

# The Challenge of World-Wide Communism

CT Class 12 FSV = 1 " p 107"

# Course Pescription

## A. Statement of Objectives

- The student should recognize the challenge confronting the United States and the free world posed by the objectives, activities, and capabilities of World-Wide Communism.
- The student should schieve a knowledge of the doctrine, organization and tectics of free-world Communist parties; and, similarly, of the capabilities, the policies, and the problems of the USSR and the People's Republic of China.

# B. Course Method

- Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and onefourth to individual study.
- Student achievement is judged on the besis of performance in one written examination and perticipation in seminars and exercises.

NAME	Flores, Reviel	
Writ	ten Work	
	Examination	Production 1
Orel	Work	
	Seminers, Exercises	Pro State at a
Comm	ents	

GRCUP I Excluded from automotic downgroding and declassification

3-E-C-R-K-T

# THADEING REPORT

OPERATIONS FACILIZATION OCCUPIE EG. 2-68 (152 hours, full-time)

2 Jan. - 26 Jan. 1968

BTUDZIT : FLOR

: FLORES, Daniel

277108

· CIP

YEAR OF STRIE: 1935

SERVICE DESIGNATION: SJ

GRADE

: G3-07

PROPER OF STUDENTS : 114 BOSAN

BOD DATE

14 00000

: March 1962

114 Finished

# COURTE CAUTEUTTYE AND CONTENT

The Operations Familierisation Course is a four-week course designed to provide the student with an understanding of the Claudestine Services programs, operational methods and reporting techniques - Special expansis is given the basic elements of

#### MEZHODS

The instructional methods used included class discussions, lectures, films demonstrations, practical exercises and case studies. Practical exercises were

The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Headquarters components.

#### EVALUATION OF PERPONHANCE

The student's rating is based on understanding of the material presented as demonstrated by his participation is class discussions, the preparation of intelligence and operational reports, the application of operational principles in the practical exactises and the grade received on a comprehensive written examination given in the final week of the course which covered all areas of course content. Other factors considered in determining the final rating were the examination for assignments. The number of students receiving such adjectival rating on overall course performance is shown below. This student's rating is indicated by an asterisk. Explanatory parrative communits are included with a rating of ADEQUATS or STREED. When considered partiment by the training staff, comments may also be included with a PROFICIENT (average) rating.

UNSA	VIISPA	CTORY	<b>ETACOHOA</b>

* PROFICIES?

87

97770110 25

1

Mr. Flores' overall performance in the course was at the solid proficient level. It should be noted that he demonstrated a particularly good attitude throughout the course. He took full advantage of the training offered to increase his knowledge of the Clandestine Services.

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9 Feb. 1963

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#### S-E-C-R-E-T

# ORIENTATION TO INTELLIGENCE FOR CT'S (Class of December 1967)

9uration: 11-22 December 1967

STUDENT : Daniel FLORES (80 hours, full time)

YEAR OF BIRTH: 1935 OFFICE : CT

GRADE : GS-07 SERVICE DESIGNATION: SJ

EOD : March 1962 NUMBER OF STUDENTS : 88

#### COURSE UBJECTIVES - CONTENT AND HETHODS

In the Orientation to Intelligence Course the objectives are: (1) to instruct the student in the basic concepts and terminology of Intelligence; (2) to describe the history of U.S. intelligence and the current role of intelligence in the national security structure; (3) to outline the composition and mission of the intelligence community, noting the Agency's significant role therein; (4) to define the mission of CIA in supporting the DCI and to identify the functions of the Agency's major components, particularly in the collection, production, and dissemination of intelligence; and (5) to identify and discuss major problems facing the Agency. The area surveys and "Articulating the United States" elements of the course are designed to introduce the students briefly to some of the intelligence problems presented by major regions of the free world and to stimulate thought about the American way of life and its relationship to these areas.

Instructional techniques include lectures given by members of the Orientation and Briefing Faculty, guest speakers from Agency components, seminars, directed reading, review exarcises, training films, and intelligence exhibits.

### ACHIEVEMENT RECORD

The individual student evaluation is based on his score achieved on a written examination given at the conclusion of the course. This test, consisting of 100 items, covered all major aspects of the course content. The rating assigned to this student is:

**PROFICIENT** 

The evaluation system used was as follows:

0 = Outstanding - 0-3 wrong S = Strong = 4-8 wrong P = Proficient - 9-15 wrong A = Adequate - 15-25 wrong W = Weak - 26- wrong

FOR THE DIRECTOR OF TRAINING: Lawrence C. Bases St., 8 January 1968
Chief, Urientation & Brieffing Faculty
Date

S-E-C-R-E-T

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CONTRACTION

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH

Executive Secretary CSCT Selection Board

SUBJECT

: Application for Unrear Training Program

- 1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROUGHT B: FREEMAN Chief, CTP

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CONFIDENTIAL, (when filled in)

# MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

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CONFIDENTIAL

STANDARD FORM 61
REVISED JUNE 1917
U. S. CIVIL SERVICE FOMMISSION
F. P. W. CHAPTER AS

# APPOINTMENT AFFIDAVITS

IMPORTANT. Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

the attac	neg imormation for a	ppointee	•
CENTRAL INTELLIGENCE AGENCY (Department or agency)	WASHI	CETON, P. C.	
(Elepartment or agency)	(Bureau or division)	(Place of employment)	1
I. FLORES, DANIEL	** ***************************	, do solemnly swear (or	affirm) that-
A. OATH OF OFFICE			
I will support and defend the Cons domestic; that I will bear true faith ar without any mental reservation or purduties of the office on which I am about	id allegiance to the sapose of evasion; that l	ime; that I take this obliced will well and faithfully in the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the cont	igation freely
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C. AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL GOVERN	IMENT	1
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# DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

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#### QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPL OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been chances since you submitted your Form 444. Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room \$5-13 Headquarters, whether information is added or not.

Additionally, a qualifications undate may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative. BIOGRAPHIC AND POSITION DATA SECTION 1 NAME (Last-First-Widdle) MP. SER. NO DATE OF BIRTH 036130 Flores, Daniel 08/04/35 SECTION II ETUCATION HIGH SCHOOL ADDRESS (City, State, Country) LAST WIGH SCHOOL ATTENDED VEARS ATTENDED (From-To) GRADUATE □··· □ ·· COLLEGE OR UNIVERSITY STUDY SUBJECT YEARS ATTENDED PECEIVE NO. SEM/OTH HRS.(Specify) NAME AND LOCATION OF COLLEGE OR UNIVERSITY Pelilical American University, Washington, DC Schare 1962-7967 B.A. 1967 120 km IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS. INDICATE THE TITLE OF THE TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS NAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FROM to NO. OF WONTHS OTHER HON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE NAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION F ... 10 NO. OF MONTH SECTION III HARITAL STATUS 1 PRESENT STATUS (Single Warried, Fadovel, Separated, Divorced Annuited Remarcied) SPECIEV. MAME OF SPOUSE (First) Chiddles (Vaidea) 4. PLACE OF BIRTH (City. State. Country) S DATE OF BIRTH S. OCCUPATION . PRESENT EMPLOYER D. DATE U.S. CITIETSSON BCGLOSS 7 CATIZENSHIP FORMS & C. "12ENSMIPES) COUNTRY (115) DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE SECTION IV PELATIONSHIP DATE AND PEACE OF BIRTH 120 D ..... 0 400 i acra SECRET

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## CONTINUATION OF PART II-LANGUAGE ELEMENTS SECTION D. Stanking (43) 1 SPEAR PLUSHIFF AND ACCUPATELY IN ALL PRACTICAL AND SOCIAL SETURITURS: I CONFRESE PRICEY AND IDIOMATICALLY IN ALL PERIOD WITH BRICH I AM FAMILIAD. 2. # SPEAR FLUFNILY AND ALCOHATELY IN MEANLY BLD PRACTICAL BNT SOCIAL NETURITIONS, & CAN CONVERSE IN MOST FIELDS #FTM ARISE F AM FAMILIAR AND I CUPICY SOME POPULAR SASINGS, CELLRARY QUOTATIONS, AND COMMON PROVINGS. 3. I GET ALONG OUTTE BELL IN SETURTIONS OF DAILY SELF AND TRANEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS 4. I WARASE TO GET ALONG IN THE MOST COMMON SETURTIONS OF DAILY LIFE AND THAVEL, 5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS. SECTION E. Orderstanding (44) I UNDERSTAND NOW TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH PACE-TO-FACE AND UNITHE TELEPHONE: I UNDERSTAND DEAPLY EXPERITIONS I HEAR ON THE PAGES AND AT THE MOVIES, PLANS, AND LECTURES. I UNDIFFSTAND NOW-TRUMPICAL CONVENSATION ON NÉABLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE! I UNDIFFSTAND MOST OF BHAT I HEAR ON THE MADIO AND AT THE MOSTES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PURS, 3. I UNDERSTAND MEANLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELE-PACKET I UNDERSTAND MUCH OF WHAT I HEAR ON THE PADIO, AND AT THE MOVIES, PLAYS, AND LECTURES. 4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONES I UNDERSTAND SOME OF AMAT I HERA ON THE MADED AND ALL THE MOVIES, PLAYS, AND LECTURES. 5. I AM NOT ABLE TO UNDERSTAND THE SPOYER LANGUAGE. BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION. PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45) 1. I HAVE MAD EXPERIENCE AS A TRANSLATOR. 2. I MAYE HAD EXPERIENCE AS AN INTERPRETEN. BOTH OF THE ABOVE STATEMENTS APPLY. MINE OF THE ABOVE STATEMENTS APPLY. PART IV-CERTIFICATION I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGL AND BELIEF, THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF BEQULATION NO. 33-113. PAR. ICIAI. I UNCLUSTRANG THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICTANCY TEST DEFORE I BECKME ELIGIBLE OR AN ABARD, AND THAT INSTSECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE ABARDS WILL DE CUMULATIVE AS OF THE ANNIVERBARY DATE OF COMPLETING THIS FORM. SATE SIGNED Maich 13, 1962 6421 444

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TE SPECIAL. If your answer is	"YES" to the following Questions 10, 11 or 12, pr	avide the information requested for	r sech
	parate, signed sheet and attach the sheet to this fa		<del></del>
	EDGE HAS YOUR SPOUSE, RYER BEEN GETRINES. A FEREWARDTHERTHAN A MOON TRAPPIC WILLATH		• « •
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14-00000

SECTION KAVI	CERTIFICATION
YOU ARE INFORMED	THAT THE CORRECTNESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.
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September 1. 1966	Item #4, Section XII to Catabar 5, 1996. Married to Lt. Col. , Oregon, by Circuit Court Judge. Used mane of Moran , 1960, when changed to Piores.
PATHER-IN-DAW: I Short name for Ra	tem $\# \mathcal{I}_{\mathfrak{p}}$ Section XVII $g$ mond
GEOGRAPHIC AREA X	NOWLEDGE AND FOREIGN TRAVEL: Itom #1, Section VI
argentina ·	2 July 1959 to 3 July 1959 Travel
Panama .	10 November 1953 to 13 November 1958 Travel
SEZ ATTACHED SHE	ET FOR PERTINENT INFORMATION PELATIVE TO STEP-MOTHER.
Signed at 1	Washington, D. C., this The day of September,
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ATTACHMENT TO FORM NO. WILL - PENDOUAL MIDTORY STATEMENT

Section XV - STEPMOTHER

Full name: Concepcion R. Flores
Living: Yes
Other Names She Has Used: Mone to my knowledge
Current Address: 501 S. Guadalupe Direct, Sin Marsos, fexus
Date of Birth: December 3, 1914
Place of Birth: Mexico
Citizenship: Mexican
If Born Guisile U.S. - Dite of Entry: December 8, 1922
Place of Entry: Unknown
Former Citizenships: None
Occupation: Homemaker and Missionary
Fresent Employer: Mexican Baptist Church, SanMarsos, Texus
Never served in Military or other Government service to my knowledge.

This paper is attuched to and hereby made a part of Form No. With.

Daniel flores

## SECURITY APPROVAL

DATE : 19 Jamuary 1962

YOUR

14-00000

REFERENCE: 07100 OPEER

CASE NO. : 195221

10 : Director of Personnel

FROM : Director of Security

SUBJECT : FLORES, Daniel

1.	Thio	ia	to	inform	you	of	security	approval	of	the	subject	person
	as fo	110	wo:									

Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.

Subject has been approved for appointment under the authority of Paragraph 4(d) of hegulation 10-210, and under Regulation 20-730 including access to misselfied information through Top Secret as required in the performance of his duties.

- Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

[xxx] A personal interview in the Office of Security must be arranged.

A personal interview is not necessary.

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POR THE DIRECTOR OF SECURITY:

11/1/200

Chief. Porschiel Swaperty, Division

PI FICE OF YERR PO.

ORM NO 1173 PERLACES FORM SELIO

CONFIDENTIAL